



Meeting May 28, 2026 - Public Safety Committee Meeting Agenda - Thursday, May 28, 2026, 5:30 PM, Remote via Zoom OR In-person at Queen City Room, City Hall 3rd Floor, 149 Church St

Category 3. Public Forum

Department

Type

#### 4. BFD Report

---

**Subject** **4.1. BFD Report**

Meeting May 28, 2026 - Public Safety Committee Meeting Agenda - Thursday, May 28, 2026, 5:30 PM, Remote via Zoom OR In-person at Queen City Room, City Hall 3rd Floor, 149 Church St

Category 4. BFD Report

Department Fire Department

Type

Recommended Action

#### 5. BPD Report

---

**Subject** **5.1. BPD Report**

Meeting May 28, 2026 - Public Safety Committee Meeting Agenda - Thursday, May 28, 2026, 5:30 PM, Remote via Zoom OR In-person at Queen City Room, City Hall 3rd Floor, 149 Church St

Category 5. BPD Report

Department Police Department

Type

Recommended Action

#### 6. State's Attorney

---

**Subject** **6.1. State's Attorney**

Meeting May 28, 2026 - Public Safety Committee Meeting Agenda - Thursday, May 28, 2026, 5:30 PM, Remote via Zoom OR In-person at Queen City Room, City Hall 3rd Floor, 149 Church St

Category 6. State's Attorney

Department Council and Board

Type

Recommended Action

#### 7. Chief Search Update

---

**Subject** **7.1. Chief Search Update**

Meeting May 28, 2026 - Public Safety Committee Meeting Agenda - Thursday, May 28, 2026, 5:30 PM, Remote via Zoom OR In-person at Queen City Room, City Hall 3rd Floor, 149 Church St

Category 7. Chief Search Update

Department Police Department

Type

Recommended Action

## 8. Committee Discussion on Goals

---

**Subject 8.1. Committee Discussion on Goals**

Meeting May 28, 2026 - Public Safety Committee Meeting Agenda - Thursday, May 28, 2026, 5:30 PM, Remote via Zoom OR In-person at Queen City Room, City Hall 3rd Floor, 149 Church St

Category 8. Committee Discussion on Goals

Department Council and Board

Type

## 9. Adjournment

---

**Subject 9.1. Motion to adjourn**

Meeting May 28, 2026 - Public Safety Committee Meeting Agenda - Thursday, May 28, 2026, 5:30 PM, Remote via Zoom OR In-person at Queen City Room, City Hall 3rd Floor, 149 Church St

Category 9. Adjournment

Department Council and Board

Type

Recommended Action

## 10. Informational and Non-Discrimination Statements

---

**Subject 10.1. This agenda is available in alternative formats upon request. For more information on access, call Lori Olberg, Licensing, Voting and Records Coordinator (802-865-7136)(TTY 802-865-7142). Persons with disabilities who require assistance or special arrangements to participate are encouraged to contact 802-865-7000 (voice) or 802-865-7142 (TTY) at least 72 hours in advance so that proper arrangements can be made. The City of Burlington will not tolerate unlawful harassment or discrimination on the basis of political or religious affiliation, race, color, national origin, place of birth, ancestry, age, sex, sexual orientation, gender identity, marital status, veteran status, disability, HIV positive status, crime victim status or genetic information.**

Meeting May 28, 2026 - Public Safety Committee Meeting Agenda - Thursday, May 28, 2026, 5:30 PM, Remote via Zoom OR In-person at Queen City Room, City Hall 3rd Floor, 149 Church St

Category 10. Informational and Non-Discrimination Statements

Department Council and Board

Type

**Public Safety Committee**  
**Thursday, March 26, 2026**  
**Remote via Zoom/In-Person in Contois Auditorium, 2nd Floor, City Hall, Burlington,**  
**Vermont**  
**DRAFT MINUTES**

**Members Present:** Melo Grant (Chair), Mark Barlow, Buddy Singh

**Staff Present:** Hayley McClenahan (Assistant City Attorney), Michael Curtin (BFD Chief), Shawn Burke (BPD Chief)

**Public Present:** Scott Lavallee (Howard Center Assistant Director of Crisis Services), Tammy Boudah (Howard Center Team Lead for Street Outreach), Sarah George (State's Attorney), Kevin Bloom, Will Lambeck

Meeting called to order at 5:32 PM by Councilor Grant.

**1. Adopt the Agenda**  
**1.01 Adopt the Agenda**

*Motion to Adopt Agenda as written.*

*Motion by Councilor Barlow, Seconded by Councilor Singh*  
*Final Resolution: Motion Passes*  
*Yes: Unanimous*

**2. Adopt Minutes**  
**2.01 Motion to Adopt Draft Minutes from January 29, 2026**

*Motion to Adopt Draft Minutes from January 29, 2026.*

*Motion by Councilor Singh, Seconded by Councilor Barlow*  
*Final Resolution: Motion Passes*  
*Yes: Unanimous*

**3. BFD Report (5 min)**  
**3.01 BFD High Level Report**

Chief Curtin reviewed the Fire Department's February response and personnel data. No action was taken.

**4. Howard Center Report (10 min)**  
**4.01 Howard Center Report**

Tammy Boudah and Scott Lavallee with the Howard Center presented the FY26 Quarter 2 Report to the Committee. No action was taken.

## **5. State's Attorney Data w/ Sarah George (30 min)**

### **5.01 Sarah George - Data, including Accountability Court Results**

State's Attorney Sarah George presented the Community Accountability Court update, prepared by Deputy State's Attorney Weight, who was assigned to prosecute Accountability Court cases. No action was taken.

## **6. BPD Report (10 min)**

### **6.01 BPD High Level Report, March 11<sup>th</sup> Update**

Councilor Grant stated the next special City Council meeting originally set for March 31 has been rescheduled for April 8. Chief Burke gave an overview on the status of investigations and reports following the March 11 incident followed by Committee discussion. SA George commented BPD had not sent her any cases yet, but that she did not expect to receive anything until after investigations were complete. No action was taken.

## **7. Public Forum (Time Certain: 6:30 PM)**

### **7.01 Verbal Comments**

Burlington resident Kevin Bloom commented on what they witnessed as a peaceful protestor against ICE on Dorset Street, South Burlington on March 11, describing the officers' conduct that they believe was intended to provoke protestors.

Will Lambeck of Ward 2 spoke on behalf of Migrant Justice, commenting on their disappointment in the March 23<sup>rd</sup> City Council meeting, stating that officials' response to the public's comments demonstrated a lack of compassion and empathy for those who suffered violence at the hands of law enforcement and asks that councilors reflect on their responses. Lambek also asked the Committee and Police Department to answer what aid was rendered and records demonstrated the summons of emergency medical services, as required by Executive Order 2026-1. Lambek also asked what, if any, officers notified their supervisors of apparent violations of state law by federal agents on March 11, as required by EO 2026-1. Lastly, Lambek asked what investigations have been started and what cases the Chittenden County State's Attorney's office has received regarding the incident, as well as what reports the Mayor's Office or Police Commission has received regarding unlawful conduct by federal agents and whether those reports would be made public. Lambek stated Migrant Justice's stance continues to be that Burlington Police Department's actions violated the Fair and Impartial Policing Policy and hopes for action from the Council and Department for accountability and protocol reform.

Public forum closed at 6:47 PM.

## **8. Adjournment**

### **8.01 Motion to adjourn**

The meeting was adjourned with no objection at 7:00 PM.

**Special Meeting**

**Public Safety Committee**

**Monday, April 20, 2026**

**Remote via Zoom/In-Person in Green Mountain Room, 1<sup>st</sup> Floor, City Hall, Burlington, Vermont**

**DRAFT MINUTES**

**Members Present:** Buddy Singh (Chair), Evan Litwin, Laura Sanchez-Parkinson, Melo Grant (all via Zoom)

**Staff Present:** Jessica Brown (City Attorney) (Zoom), Hayley McClenahan (Assistant City Attorney), Jen Zakaras (Mayor's Office Deputy Chief of Staff), Shawn Burke (Interim Chief of Police), Joseph Dempsey (Public Information Officer)

**Public Present:** Keren Sita

Meeting called to order at 3:04 PM by Councilor Singh.

**1. Adopt the Agenda**

**1.01 Adopt the Agenda**

*Motion to Adopt Agenda as written.*

*Motion by Councilor Litwin, Seconded by Councilor Sanchez-Parkinson.*

*Final Resolution: Motion Passes*

*Yes: Unanimous*

**2. Public Forum**

**3.01 Verbal Comments**

No speakers present. Public forum closed at 3:06 PM.

**3. Appeal of Trespass Order / Hearing**

City Attorney Brown presented evidence and testimony to request the committee uphold and enforce the trespass order issued by the Mayor on April 6, 2026, trespassing Keren Sita from City Hall for a period of ninety (90) days.

Jen Zakaras testified in support of the trespass order.

Keren Sita presented testimony in opposition of the trespass order.

Chief Burke presented testimony explaining how the trespass order was served on April 6, 2026.

Chair Singh closed the hearing and indicated a written order would be forthcoming from the Committee.

#### **4. Adjournment**

The committee voted to move into a deliberative session at 4:08PM.

DRAFT



# BURLINGTON FIRE DEPARTMENT

136 S. Winooski Avenue, Burlington, VT 05401  
 Phone: (802) 864-4554 Fax: (802) 865-5387

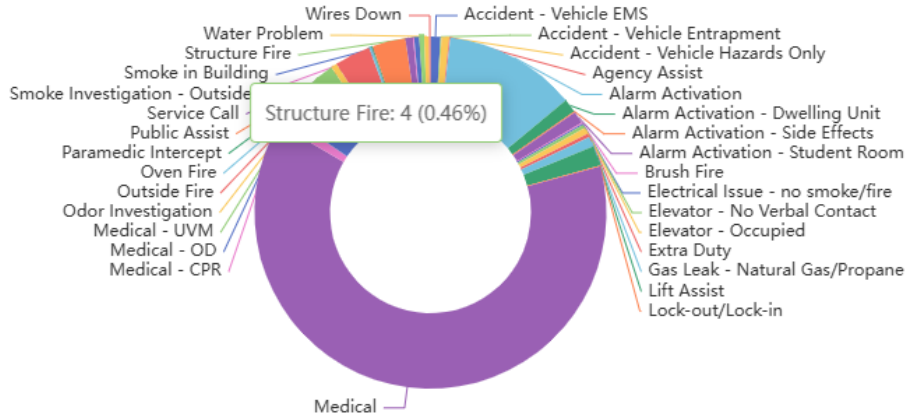
## Chief's Report to the Public Safety Committee: April Data Points

### Call Volume & Activity Summary:

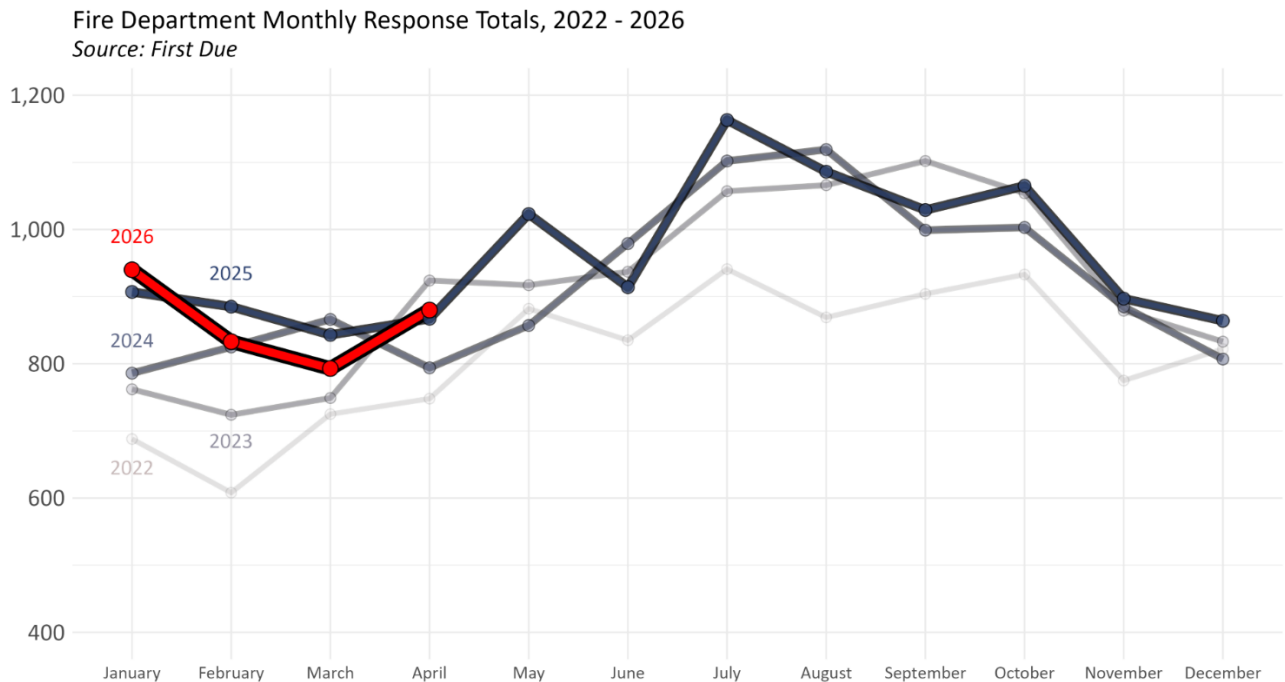
Total Incidents for the month of April: **880**  
 Total Incidents: (As of 5/1/26) **3,455**

- Fire Incidents: **171**
- EMS: **622**
- Hazmat: **8**
- Technical Rescue: **9**
- Significant Incidents:

1. **4/1 21 Hyde St. 1<sup>st</sup> Alarm**
2. **4/10 22 Main St. Winooski – 1<sup>st</sup> Alarm**
3. **4/23 1500 Spear St. South Burlington - Backyard trailer fire**
4. **4/23 528 Essex Rd. Williston – 3<sup>rd</sup> Alarm fire**



During the same period in **2025** we responded to **866** incidents, a **1.6%** increase from last year.



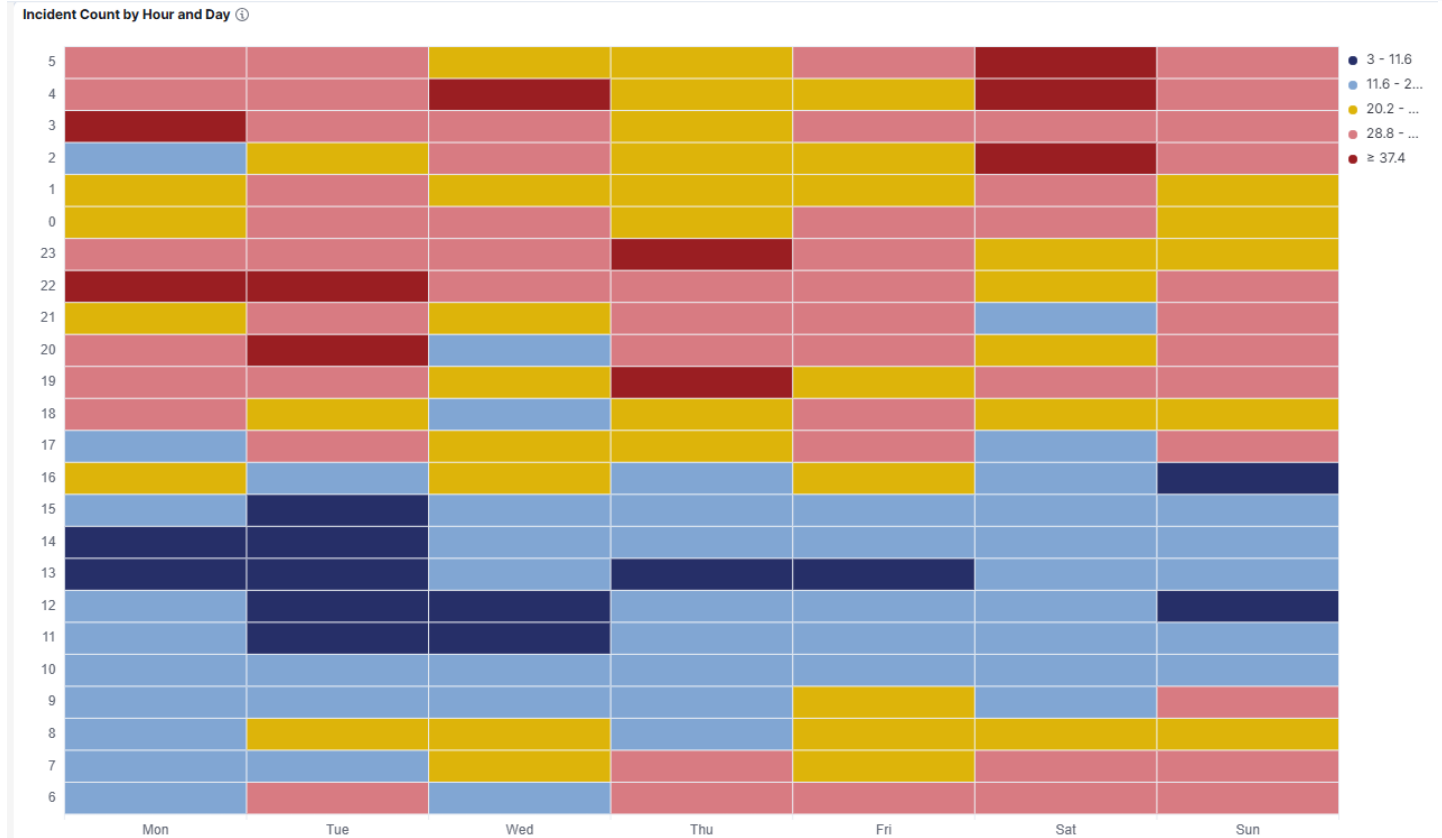
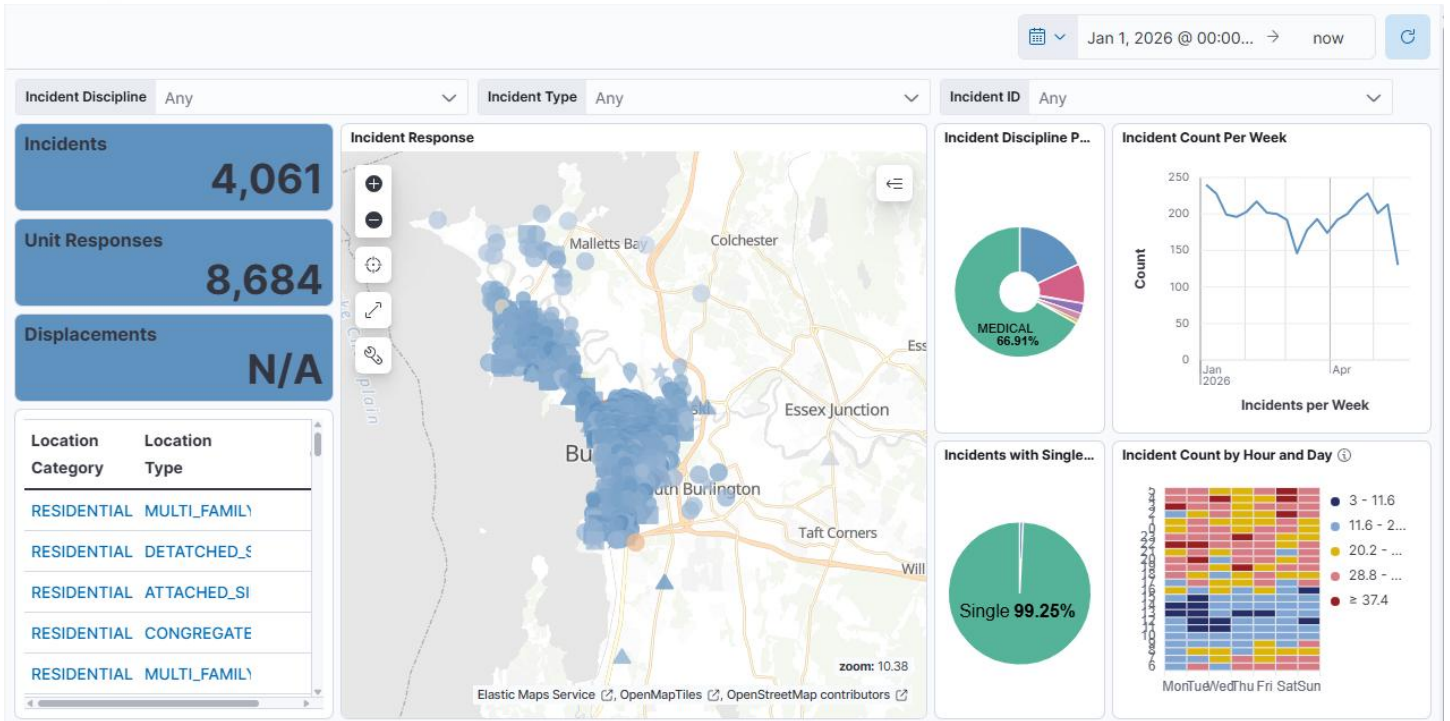
Data through 4/30/2026



# BURLINGTON FIRE DEPARTMENT

136 S. Winooski Avenue, Burlington, VT 05401

Phone: (802) 864-4554 Fax: (802) 865-5387



This NERIS diagram shows call volume based on time of day and days of the week.

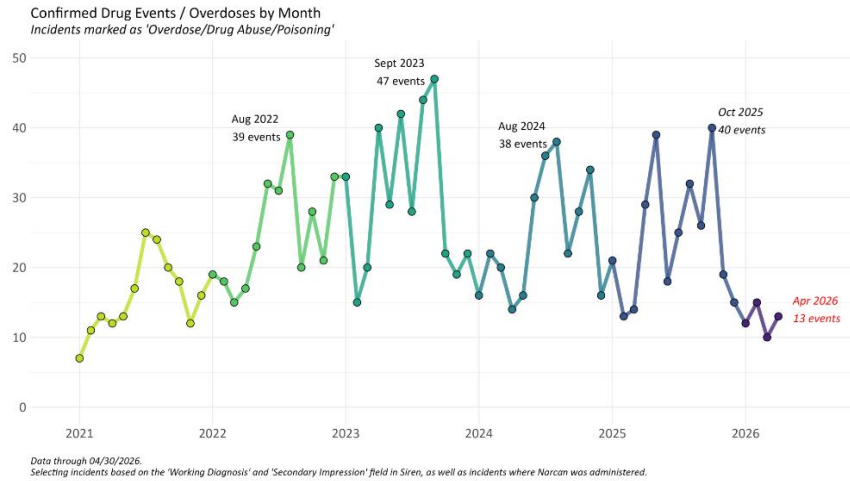


# BURLINGTON FIRE DEPARTMENT

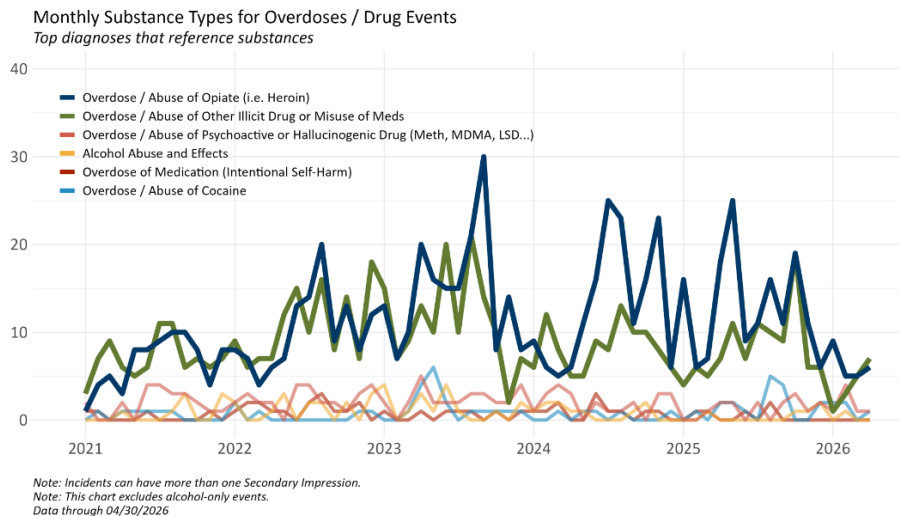
136 S. Winooski Avenue, Burlington, VT 05401  
Phone: (802) 864-4554 Fax: (802) 865-5387

## EMS Data:

The following charts presents monthly data on EMS-confirmed overdose and drug-related incidents in our community from 2021 through April 2026. It categorizes the top types of substances involved, based on working diagnoses and secondary impressions gathered in the field.



This chart above shows monthly confirmed overdose/drug-related incidents from 2021 through April 2026. This graph shows a significant increase in confirmed drug-related overdose and poisoning incidents from 2021 through 2023, with monthly totals rising from single digits in early 2021 to a peak of 47 events in September 2023. Activity remained elevated throughout 2024 and into 2025, with several months exceeding 30 incidents and another peak of 40 events in October 2025. Data for early 2026 shows a notable decline, with April 2026 reporting 13 events, suggesting a possible recent decrease in overdose-related emergency calls, though continued monitoring will be important to determine if this trend continues.



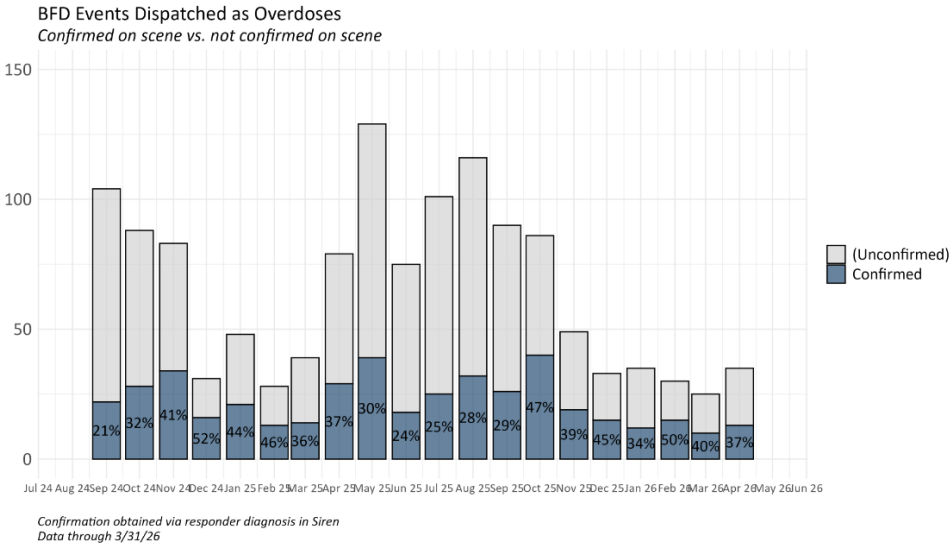
This chart shows monthly confirmed overdose and drug-related incidents from 2021 through April 2026 and highlights that opioid-related overdoses are consistently the most common and volatile driver of events, with sharp spikes—especially in late 2023, 2024, and mid-2025—followed by cases involving other illicit drugs or



# BURLINGTON FIRE DEPARTMENT

136 S. Winooski Avenue, Burlington, VT 05401  
 Phone: (802) 864-4554 Fax: (802) 865-5387

misuse of medications, which often rise and fall in parallel and likely reflect polysubstance use; all other categories (meth/psychoactive, cocaine, alcohol co-use, and intentional medication overdose) remain relatively low and stable by comparison, indicating that while multiple substances may be involved in individual incidents, the overall overdose burden and operational impact are overwhelmingly driven by opioids and complex drug combinations rather than single-substance events.



This chart shows the number of BFD calls that were dispatched as overdoses each month, compared to how many were actually confirmed as overdoses once crews arrived on scene. While the total number of overdose-dispatched calls rises and falls over time, only a portion of those calls are ultimately confirmed by responders. In most months, confirmed overdoses make up roughly 20–40% of the total, with some variation.

## CRT Data for April 2026:

Staffed **9** days for the month of **April**

Total Contacts	Narcan Kits	Wound Care Kits	Comfort Care Kit	Referrals
<b>30</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>

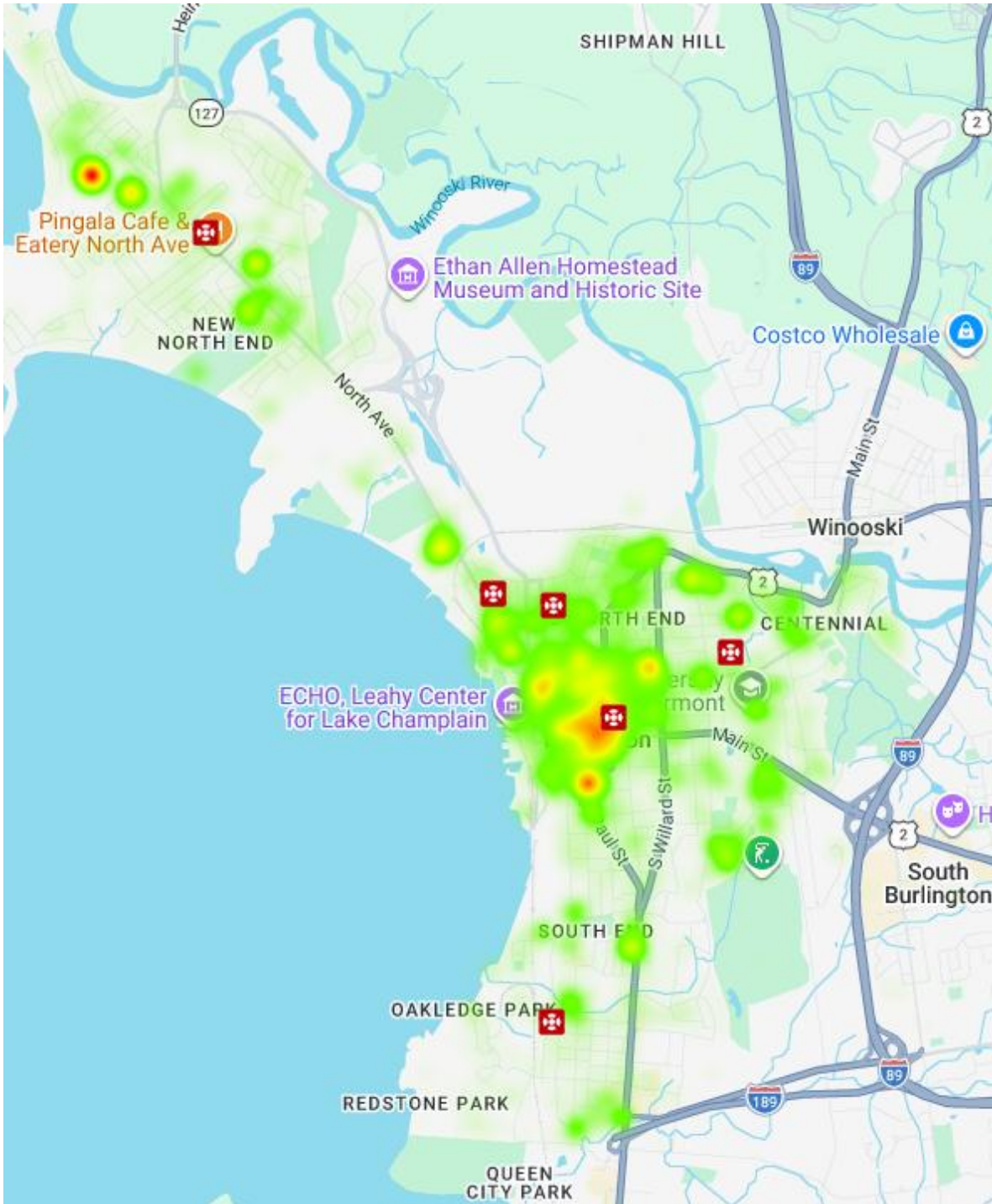




# BURLINGTON FIRE DEPARTMENT

136 S. Winooski Avenue, Burlington, VT 05401

Phone: (802) 864-4554 Fax: (802) 865-5387





# BURLINGTON FIRE DEPARTMENT

136 S. Winooski Avenue, Burlington, VT 05401  
 Phone: (802) 864-4554 Fax: (802) 865-5387

## Personnel & Staffing

Total Department Staff: Uniformed Members **88** / Authorized **95** - **1** Civilian Member

- Minimum Daily Staffing: **22**
- Vacancies: **7**
- Injuries/LOA/FMLA: **9**
- Staff Training Hours: **1,110 Hours**
- Company Level Inspections: **3**
- Preplans Completed: **107**

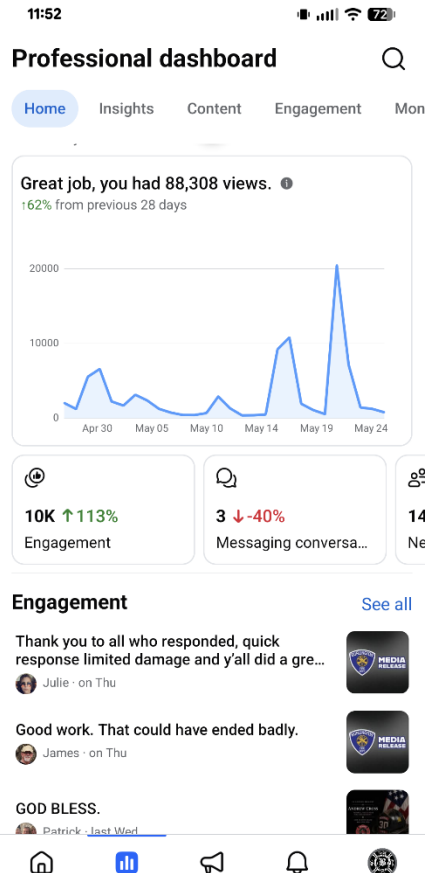
Overtime Type	2025 Hours	2026 Hours	% + -
Minimum Staffing	<b>1001</b>	<b>1571.5</b>	<b>+56.9%</b>
Mandatory	<b>124</b>	<b>110</b>	<b>-11.2%</b>
CRT	<b>306</b>	<b>269</b>	<b>-12%</b>
Emergency	<b>24.25</b>	<b>12</b>	<b>-50.5%</b>
Extra Duty Events	<b>36</b>	<b>41</b>	<b>+13.8%</b>

## Community Engagement

- 4/3 BFD Spring Training Seminar
- 4/15 FMO Community TV Interview
- 4/17 Flynn School Fire Safety Presentation
- 4/20 ECH Paramedic Student Precepting
- 4/23 & 24 BHS Students Ride along Downtown
- 4/25 Kids Fest at YMCA
- 4/26 Ride along Engine 1



## Social Media:



# **Burlington Fire Department EMS Analysis**

*Public Safety Committee Presentation*

---

*MAY 28<sup>TH</sup>, 2026*

# Situation Table 2026

---

Data 1/1/2026 – 5/26/2026

Through the first five months of 2026, BFD has brought **12 people** to the Situation Table. That is the most of any participating agency.

**14 different agencies** have assisted these people as **members of small outreach teams:**

Adult Protective Services, Age Well, Burlington Community Justice Center (CJC), Burlington Fire Department, Burlington Housing Authority (BHA), Burlington Police Department (BPD), Champlain Valley Office of Economic Opportunity (CVOEO), Committee on Temporary Shelter (COTS), Community Health Centers – Safe Harbor, Department for Children and Families – Economic Services, Howard Center - Street Outreach, Turning Point of Chittenden County, UVM Medical Center, Vermont Chronic Care Initiative (VCCI)

**7** of these 12 people had their overall risk lowered and were connected to services.  
**1** situation remains open & active.

*Analysis preliminary and subject to change.*

# Introduction

---

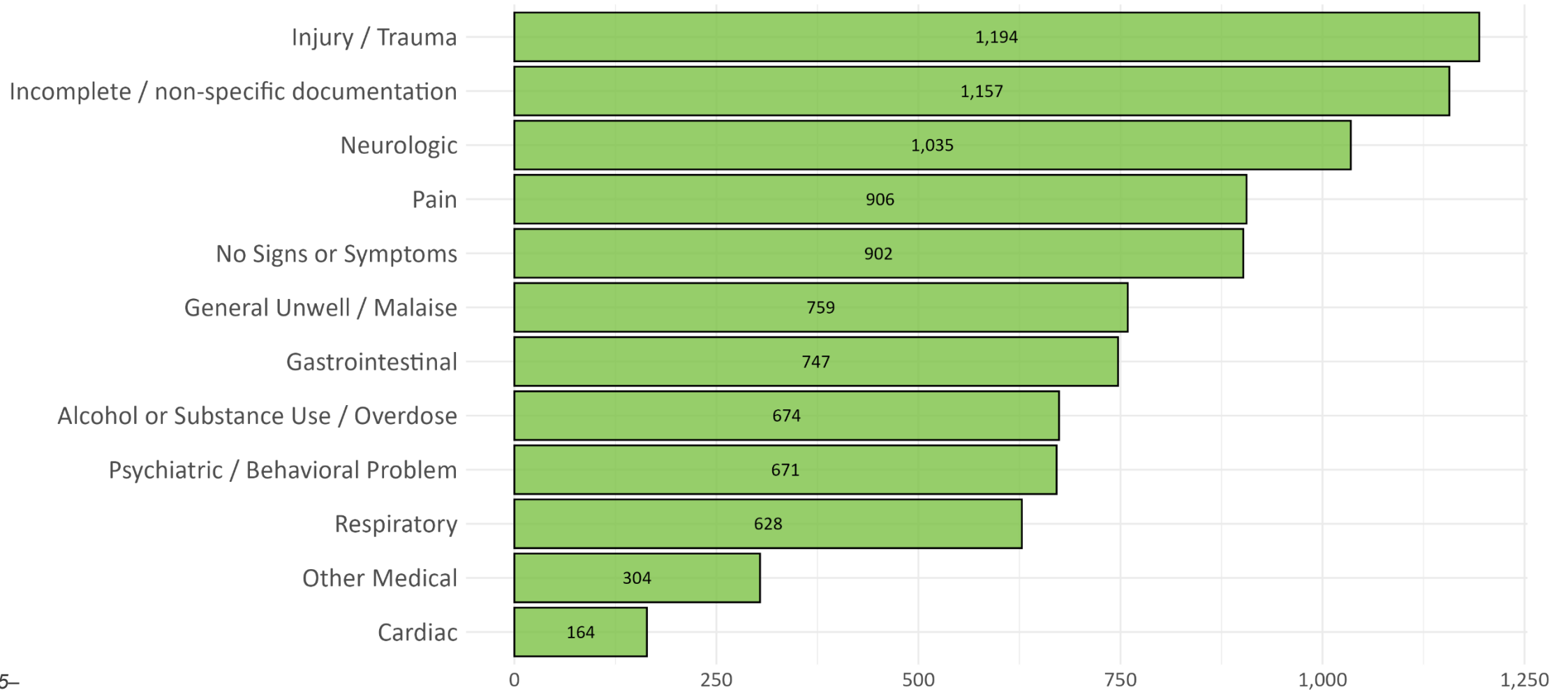
Our previous analysis looked at our **impact cohort**: individuals who used EMS three or more times in a given month. We found that a relatively small percentage of users accounted for a disproportionately large share of EMS calls.

We then sought to further examine **types of calls** to better understand what they reveal about EMS system utilization and community needs.

Using provider-entered data fields describing patient symptoms and impressions, we developed **12 categories** to better identify patterns and trends.

# Diagnosis / Symptom Categories

*Categorized EMS incidents*



*Incidents categorized based on providers' 'Working Diagnosis' and 'Primary Symptom'*

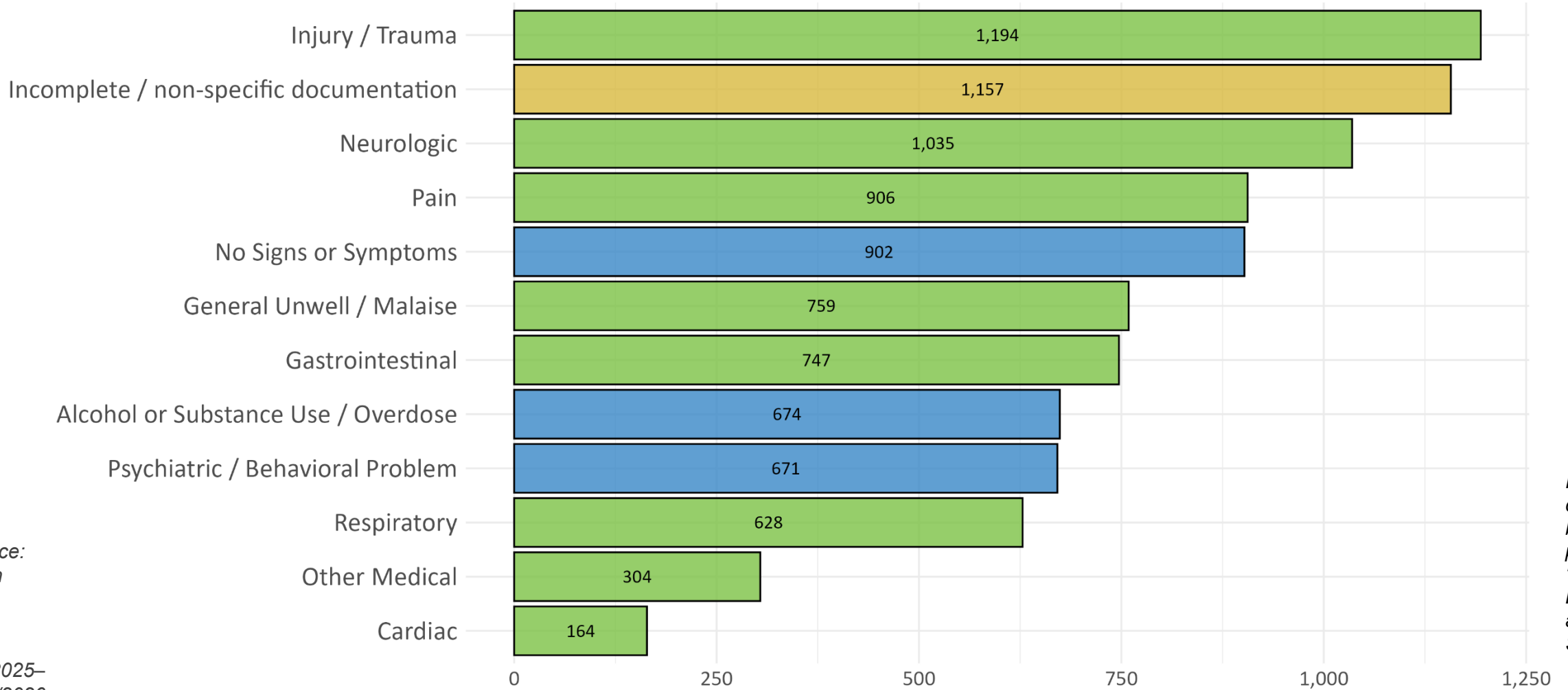
Source:  
Siren

Data  
1/1/2025–  
4/30/2026

***Analysis preliminary and subject to change.***

# Diagnosis / Symptom Categories

*Categorized EMS incidents*



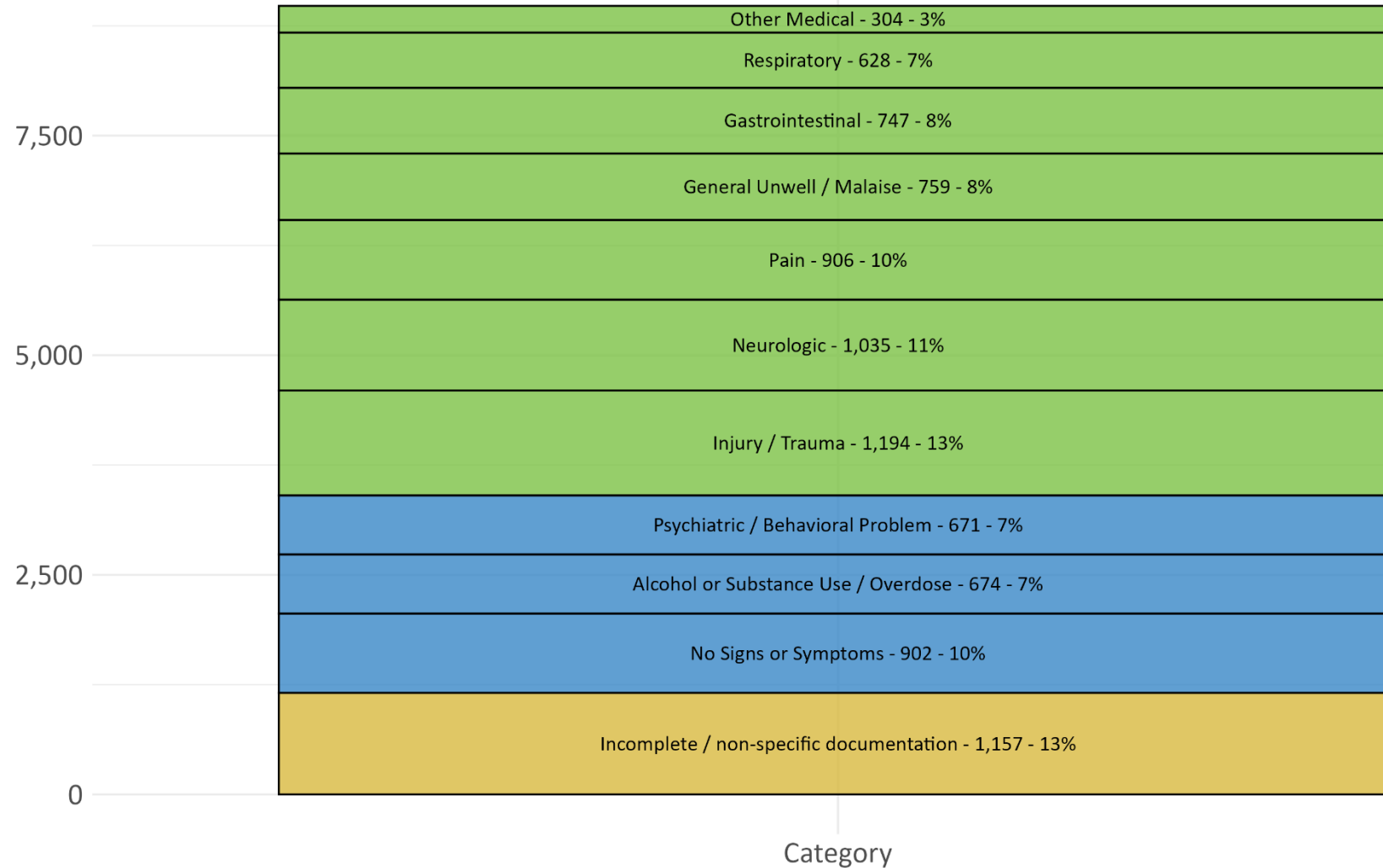
*Incidents categorized based on providers' 'Working Diagnosis' and 'Primary Symptom'*

*Analysis preliminary and subject to change.*

Source:  
Siren

Data  
1/1/2025–  
4/30/2026

# Diagnosis / Symptom Categories



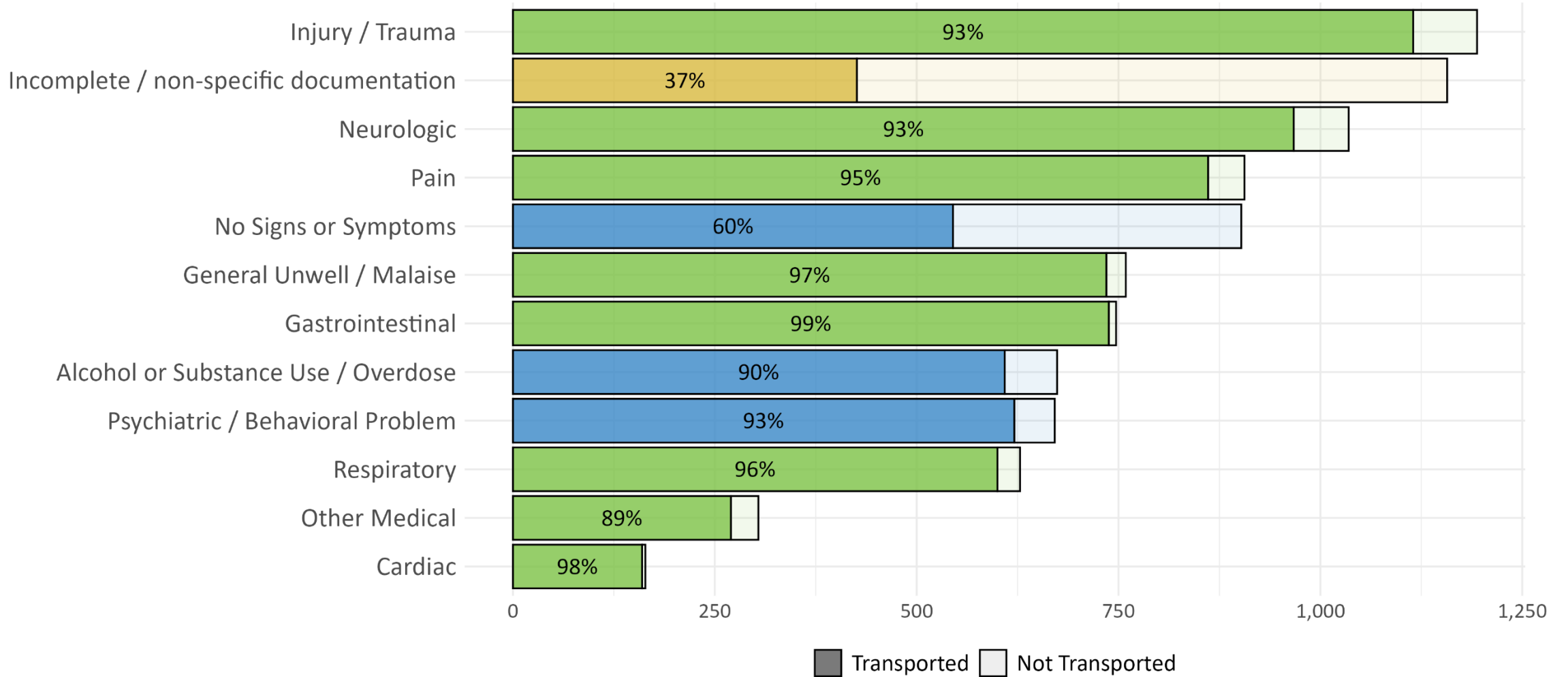
**About one-quarter of EMS incidents are 'No Signs or Symptoms', substance related, or psychiatric / behavior related.**

Source:  
Siren

Data  
1/1/2025–  
4/30/2026

*Analysis preliminary and subject to change.*

# Transport Rate by Category



Source:  
Siren

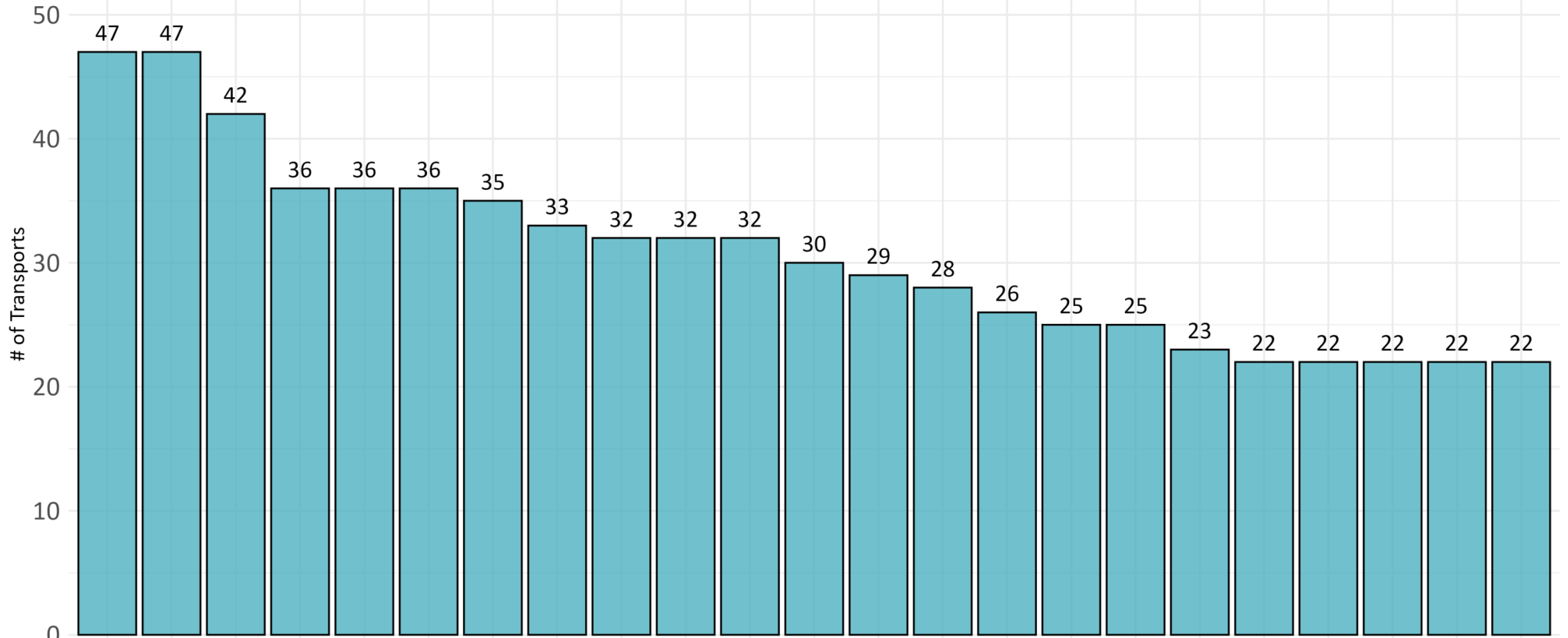
Data  
1/1/2025–  
4/30/2026

■ Transported ■ Not Transported

*Analysis preliminary and subject to change.*

# Top Transported Patients

(Each column represents one person)



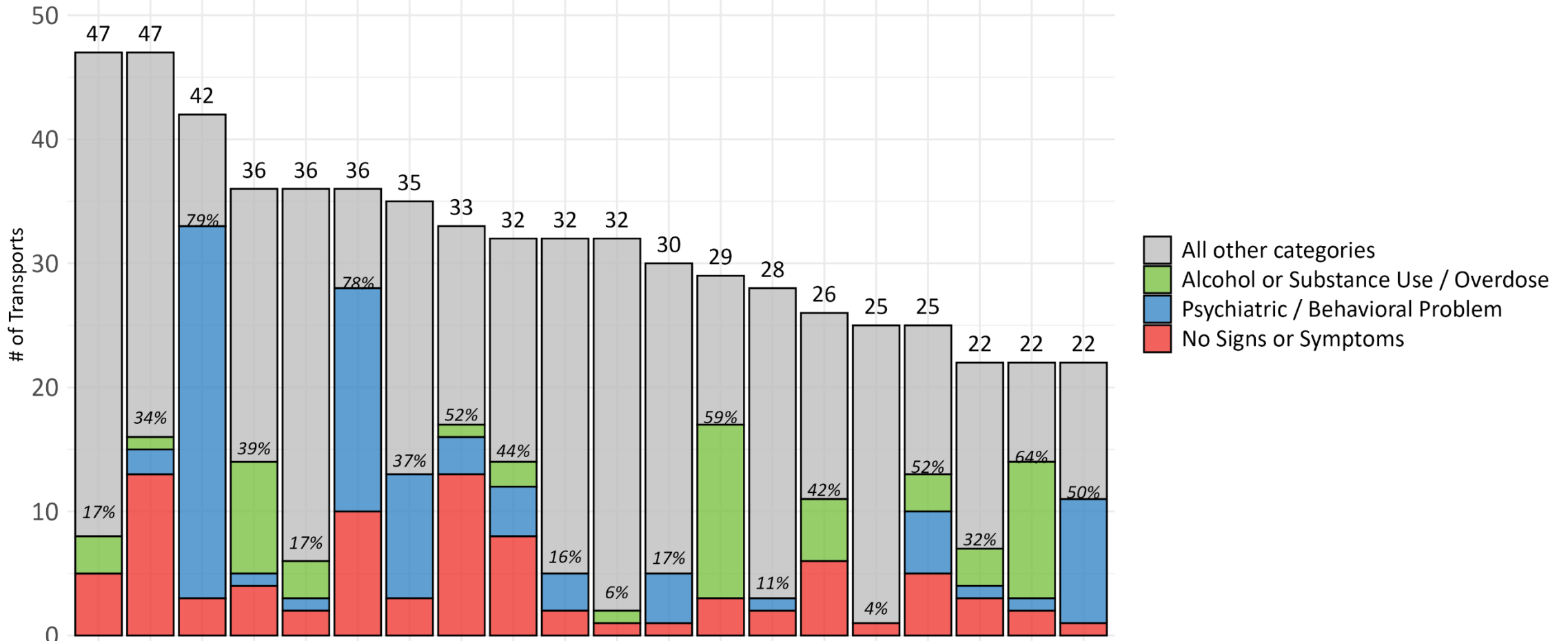
Source:  
Siren

Data  
1/1/2025–  
4/30/2026

*Analysis preliminary and subject to change.*

# Categories for Top Transported Patients

(Each column represents one person)



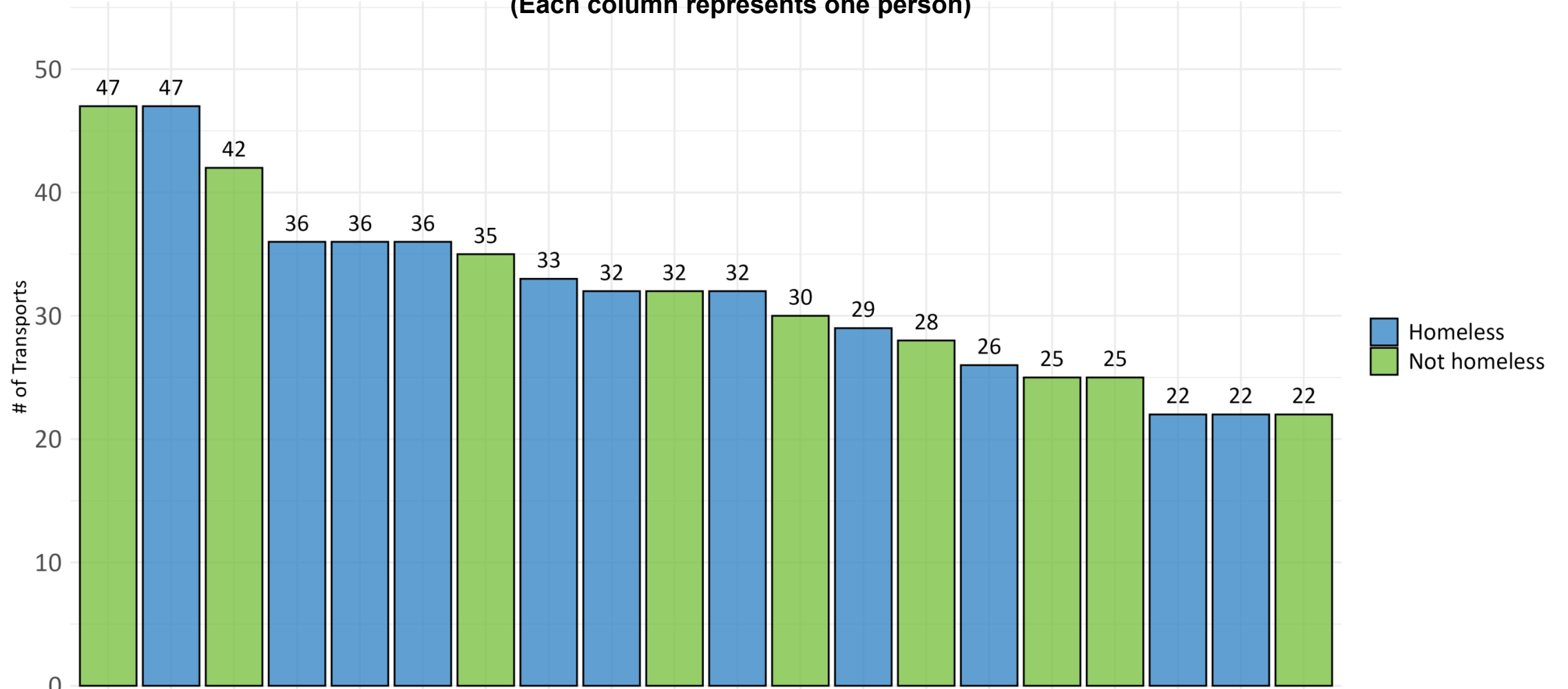
Source:  
Siren

Data  
1/1/2025–  
4/30/2026

Analysis preliminary and subject to change.

# Housing Status for Top Transported Patients

(Each column represents one person)

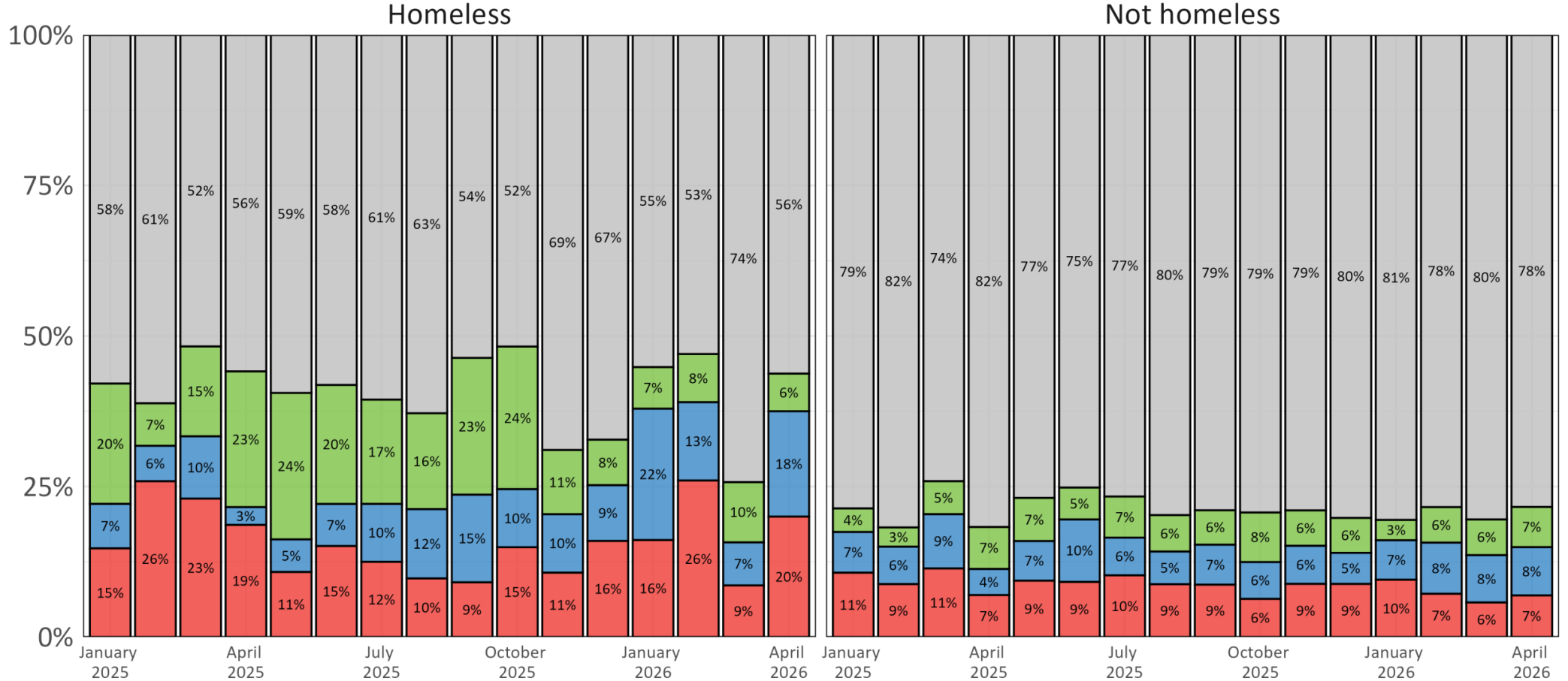


Source:  
Siren

Data  
1/1/2025–  
4/30/2026

Analysis preliminary and subject to change.

# Call Categories by Housing Status



Calls to the homeless population have been twice as likely to be diagnosed as 'No Signs or Symptoms', a 'Psych / Behavior Problem', or an 'Alcohol / Substance' issue.

Source: Siren

Data 1/1/2025–3/31/2026

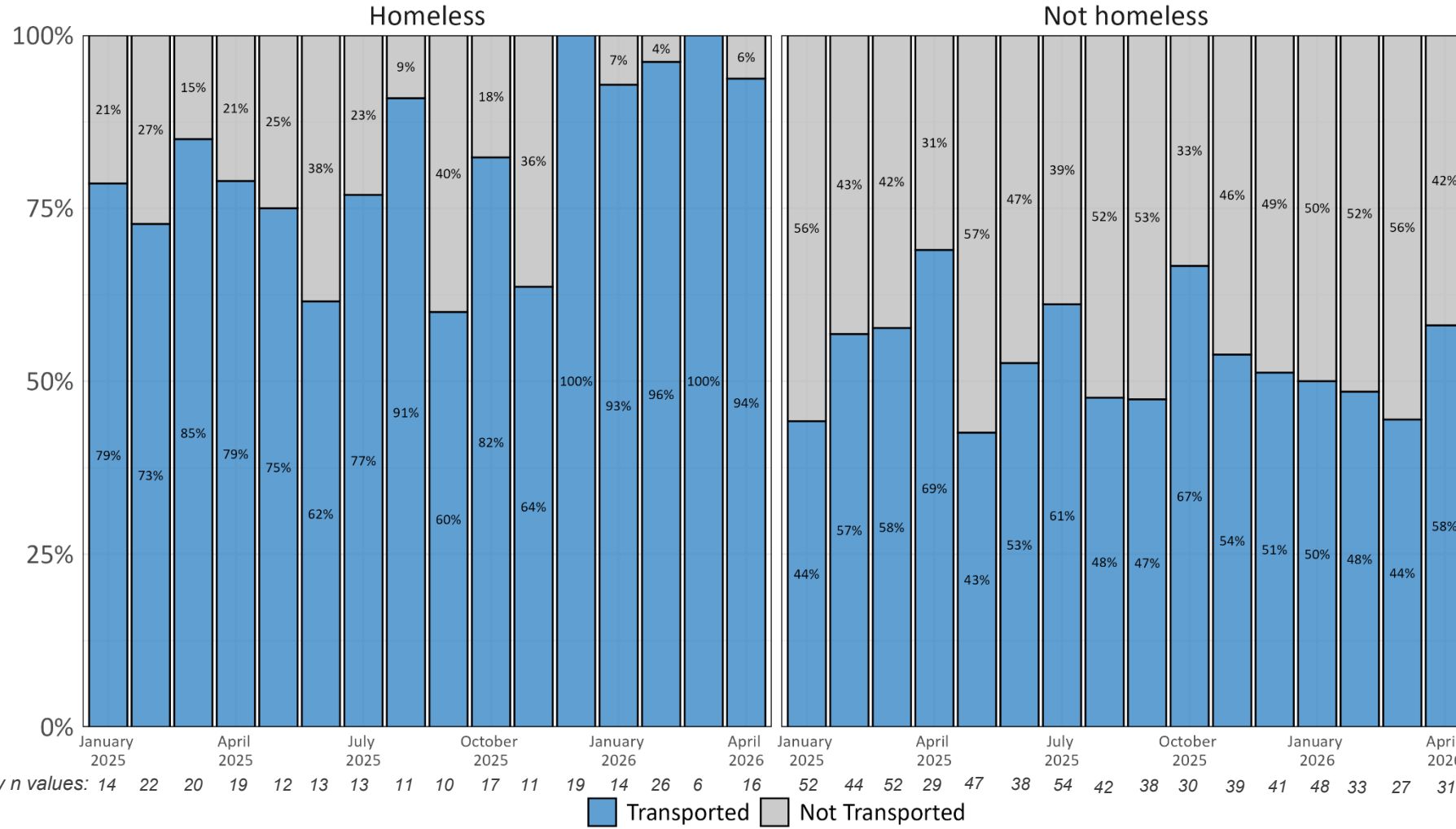
■ No Signs or Symptoms 
 ■ Psychiatric / Behavioral Problem 
 ■ Alcohol or Substance Use / Overdose 
 ■ All other categories

Total calls = 1,566

Total calls = 7,583

Analysis preliminary and subject to change.

# 'No Signs or Symptoms' Transport Rate by Housing Status



**83% of homeless calls diagnosed as 'No Signs or Symptoms' were transported to UVMHC;**

**96% between December and April**

**48% of those calls for non-homeless were transported.**

Source: Siren

Data 1/1/2025–4/30/2026

Total calls = 243

Total calls = 645

Analysis preliminary and subject to change.

# Next Steps

---

## Refining Definitions

Continue to refine call categories, acuity measures, and clinical indicators.

## System Utilization

Evaluate unit hour utilization and operational workload.

## Healthcare Integration

Explore correlations between EMS utilization and Emergency Department demand.

## Service Development

Use findings to inform future EMS response models and system planning.

## Strategy and Vision

Data-informed decision making to strengthen EMS system performance and community response.

# Appendix – Category Definitions

Injury / Trauma	
Abrasion of unspecified thumb, initial encounter (S60.319A)	Injury, Face (S09.93)
Acute pain due to trauma (G89.11)	Injury, Foot (S99.92)
Burns (T31)	Injury, Forearm (S59.91)
Carbon Monoxide Poisoning (T58)	Injury, Genitalia (S39.94)
Decompression Sickness (e.g. scuba diving) (T70.3)	Injury, Head / Scalp (S09.90)
Effects of Stings, Bites, Plant Contact (T63)	Injury, Hip (S79.91)
Electrocution (T75.4)	Injury, Knee (S80.91)
Frostbite With Tissue Necrosis (T34.90)	Injury, Lower Back / Lumbar Spine (S39.92)
Frostbite, Superficial (T33.90)	Injury, Lower Leg (S89.9)
HYPOTHERMIA (T68)	Injury, Neck (S19.9)
Heatstroke (T67.0)	Injury, Nose (S09.92)
Inhalation of Toxic Gases / Vapors / Chemicals (J68)	Injury, Pelvis (S39.93)
Injury, Abdomen (S39.91)	Injury, Shoulder or Upper Arm (S49.9)
Injury, Ankle (S99.91)	Injury, Thigh, Upper Leg (S79.92)
Injury, Brain / TBI (S06.9)	Injury, Thoracic Spine (S24.109)
Injury, Cervical / C-Spine (S14.10)	Injury, Thorax / Chest (S29.9)
Injury, Ear (S09.91)	Injury, Wrist, Hand, or Fingers (S69.9)
Injury, Elbow (S59.90)	Multisystem Trauma (T07.XXXA)
Injury, Eye / Orbit (S05)	Smoke Inhalation (T59.81)

Incomplete / Non-Specific Documentation
157229
50992
94710
Encounter for examination and observation for unspecified reason (Z04.9)
Not Applicable
Not Applicable (7701001)
Other / No Appropriate Choice (R68.89)
NA

# Appendix – Category Definitions

<b>Neurologic</b>
Altered Mental Status (R41.82)
Concussion with L.O.C. (S06.0X9)
Concussion without L.O.C. (S06.0X0)
Headache or Migraine (R51)
Seizures, Nonstatus Epilepticus (G40.909)
Seizures, Status Epilepticus (G40.901)
Stroke / CVA (I63.9)
Syncope / Fainting (R55)
TIA (Transient Ischemic Attack) (G45.9)
Weakness (Unknown Etiology) (R53.1)

<b>Pain</b>
Chest Pain, Cardiac / Acute Coronary Syndrome (I20.0)
Chest Pain, Non-Cardiac (R07.89)
Chronic Pain (G89.2)
Dental Pain or Problems (K08.8)
Pain in ankle and joints of foot (M25.57)
Pain, (Non-Traumatic) Not Otherwise Specified (G89.1)
Pain, Arm (Non-Traumatic) Unspecified Cause (M79.603)
Pain, Back (Non-Traumatic) (M54.9)
Pain, Eye (H57.10)
Pain, Leg (Non-Traumatic) Unspecified Cause (M79.606)

<b>No Signs or Symptoms</b>
No Signs or Symptoms (Z00)

# Appendix – Category Definitions

<b>General Unwell / Malaise</b>
Bedridden (Z74.01)
Dehydration (E86.0)
Excited / Agitated Delirium (R41.0)
Fever (Unknown Cause) (R50.9)
General Unwell / Malaise (Unknown Cause) (R53.81)
Heat Exhaustion (T67.5)
Hyperkalemia (E87.5)
Infection/Infectious Disease (Unspecified) (B99.9)
Kidney / Renal Disease (N18.9)
Muscle weakness (generalized) (M62.81)
Obesity Related Disorders (E66.9)
Other Metabolic Disorder (E88.9)
Reduced Mobility (Z74.09)
Sepsis (With or Without Shock) (A41.9)

<b>Gastrointestinal</b>
Appendicitis, Acute Onset (K35.80)
Constipation (K59.00)
Diarrhea (K59.1)
GERD (Reflux) (K21)
GI Bleed (Upper and Lower) (K92.2)
Hematemesis (vomiting blood) (K92.0)
Hematuria (R31)
Nausea/Vomiting (Unknown Etiology) (R11)
Other Urinary Problem, unspecified (N39.9)
Pain, Abdominal, Acute Onset (R10.0)
UTI / Urinary Tract Infection (N39.0)
Vaginal Bleeding (N93.9)
Vomiting Due to Pregnancy (O21.9)

<b>Cardiac</b>
Congestive Heart Failure (CHF) (I50.9)
HYPERTension (I10)
HYPOTension (I95.9)
Myocardial Infarction (Non-STEMI) - Chest Pain (I21.4)
Unspecified Cardiac Disorder (I42.8)

*Analysis preliminary and subject to change.*

# Appendix – Category Definitions

## Alcohol or Substance Use / Overdose

Abuse of Alcohol (F10.9)
Alcohol Abuse and Effects (F10)
Alcohol abuse with intoxication (F10.12)
Misuse of Medication / Adverse Effect (Accidental) (T50.90)
Overdose / Abuse of Cocaine (F14)
Overdose / Abuse of Opiate (i.e. Heroin) (F11)
Overdose / Abuse of Other Illicit Drug or Misuse of Meds (F19.129)
Overdose / Abuse of Psychoactive or Hallucinogenic Drug (Meth, MDMA, LSD...) (F19)
Overdose of Medication (Intentional Self-Harm) (T50.992)
Withdrawal: Alcohol (F10.239)

## Psychiatric / Behavioral Problem

Anxiety Attack / Acute Stress Reaction (F43.9)
Psychiatric / Behavioral Problem (F99)
Suicide Attempt (T14.91)

## Respiratory

Asthma, Reactive Airway Disease (J45.901)
Bronchitis, Acute (J20.9)
COPD (Emphysema / Chronic Bronchitis) (J44.1)
COVID-19 (U07.1)
Cardiac Arrest (I46.9)
Cardiac Arrhythmia/Dysrhythmia (I49.9)
Croup (J05.0)
Epiglottitis (J05.1)
Influenza (Flu Like Symptoms) (J11)
Injury, Lung Pneumothorax (S27.0)
Myocardial Infarction (STEMI) - Chest Pain (I21.2)
Pneumonia (J18.9)
Pneumothorax (J93.9)
Pulmonary Edema Acute Onset (J81.0)
Pulmonary Embolism (I26)
RSV (B97.4)
Respiratory Arrest (Non-Overdose with Pulse) (R09.2)
Respiratory Distress Unknown Cause (J98.9)
Shortness of breath (R06.02)
Suffocation / Asphyxia (T71)
URI / Upper Respiratory Infection (J06.9)

*Analysis preliminary and subject to change.*

# Appendix – Category Definitions

Other Medical	
Adrenal Insufficiency (E27.40)	HYPERglycemia, Diabetic (E13.65)
Allergic contact dermatitis (L23)	Hypoglycemia, Non-diabetic (E16.2)
Allergic Reaction (T78.40)	Meningitis (G03.9)
ALTE / BRUE (Brief Resolved Unexplained Event) (R68.13)	Miscarriage (Suspected) (O03)
Anemia, Unspecified (D64.9)	Newborn Care Not otherwise Listed (P15)
Cancer (Complications Related to) (D49)	Newborn Meconium Aspiration (P24.0)
Cardiac Tamponade (I31.4)	Newborn, Pre-Term (P07.3)
Childbirth / Delivery Complicated (O75)	Obvious Death (R99)
Childbirth / Delivery Uncomplicated (O80)	Paralysis (G83.9)
Congenital Deformity (Q89.9)	PID / Pelvic Inflammatory Disease (N73.9)
Contact with and (suspected) exposure to unspecified communicable disease (Z20.9)	Postpartum Hemorrhage (O72)
Contractions (O62.0)	Preganacy Related Conditions or Complications, Unspecified (O26.9)
Diabetic: HYPOglycemia (E13.64)	Preterm Labor with Delivery (O60.1)
Eclampsia or Pre-Eclampsia (O15.9)	Preterm Labor Without Delivery (O60.0)
Encounter for immunization (Z23)	Sexual Abuse/Rape (Suspected) (T76.2)
Epistaxis / Nose Bleed (Non-Traumatic) (R04.0)	Shock, Anaphylactic (T78.2)
Exhaustion due to excessive exertion (T73.3XXA)	Shock, Cardiogenic (R57.0)
Foreign Body in Airway (T17.9)	Shock, Hypovolemia (R57.1)
Foreign Body in Ear (T16)	Shock, Traumatic (T79.4)
Foreign Body in Esophageal/GI Tract (T18.9)	Shock, Unknown Cause (R57.9)
Foreign Body in Eye (T15)	Sickle Cell Anemia / Crisis (D57.0)
Foreign Body in Genitourinary Tract (T19.9)	STD (Complications Related to) (A64)
Foreign Body in Nose (T17.1)	Sunburn (L55.0)
Hemiplegia (Paralysis on One Side of Body) (G81.90)	Unconscious / Coma (Non-Overdose, Unknown Etiology) (R40.2)
Hemorrhage, not elsewhere classified (R58)	Visual Disturbance / Vision Problems (H53.9)

*Analysis preliminary and subject to change.*



## FY26 Q3 Street Outreach Report

### **Program Description**

The Outreach Program is a collaboration between Howard Center, City of Burlington, Burlington Police Department, Vermont Department of Mental Health, and the University of Vermont Medical Center (UVMMC) to support vulnerable individuals in the community. The program offers responsive community-based support to individuals who are struggling with mental health, substance use, housing and other unmet social service needs. The teams can be dispatched by police and accept referrals from service providers, municipal employees, family members and community members.

### **Community Partners**

City of Burlington, Burlington Police Department, Fletcher Free Library, Vermont Department of Mental Health, University of Vermont Medical Center (UVMMC).

### **Key Performance Indicators**

- Calls for Service
- Police Diverted
- Follow up
- Engagement

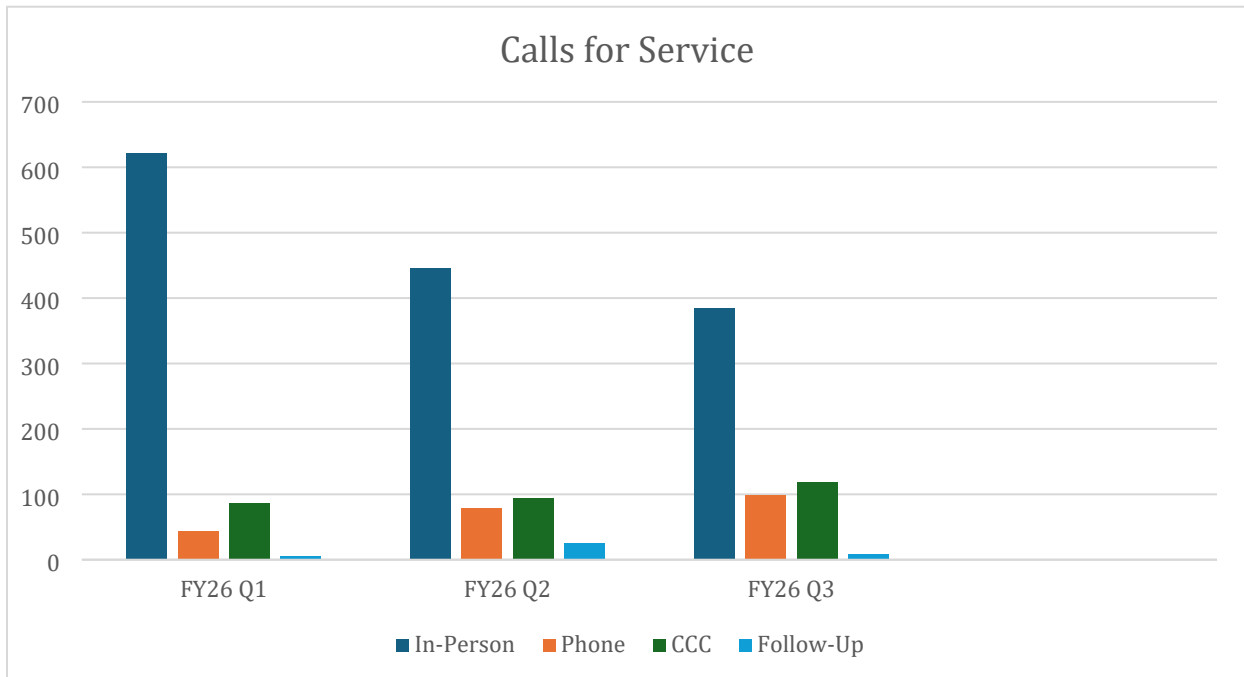
### **Report Summary**

In the third quarter, the Street Outreach Program provided 611 services to 233 individuals, demonstrating an emphasis on face-to-face engagement with a balanced delivery model across direct communication (98), in-person responses (385), and professional consultations and collaboration (119). Service initiation was evenly distributed between self-referrals (151), proactive staff outreach (108), and police requests (146), highlighting the program's accessibility and strong integration with local emergency services. Mental health remained the primary driver of engagement, accounting for (214) service calls, followed by significant needs in housing support (133), service navigation (56) and substance use (56).



**Calls for Service:**

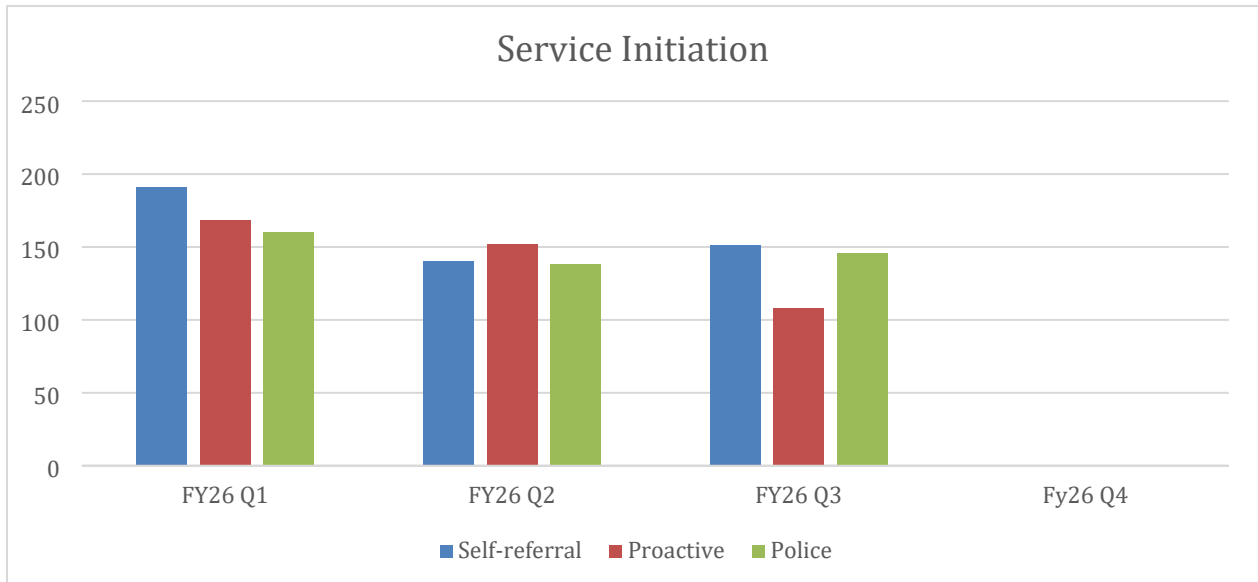
Calls for service:	Q1	Q2	Q3	Q4	Total
Total # of Services	758	622	611		
Total # of Clients with Services	273	251	233		
# of In-Person Services	621	445	385		
# of Clients with In-Person Services	230	199	169		
# of Services that were Communication with Clients	44	79	98		
# of Clients with Services that were Communication	31	49	56		
# of Comm/Consult/Collaboration Services	87	94	119		
# of Clients with Comm/Consult/Collaboration Services	66	68	80		
Total # of Follow-Up Services	6	25	9		
Total # of Clients with Follow-Up Services	6	25	9		





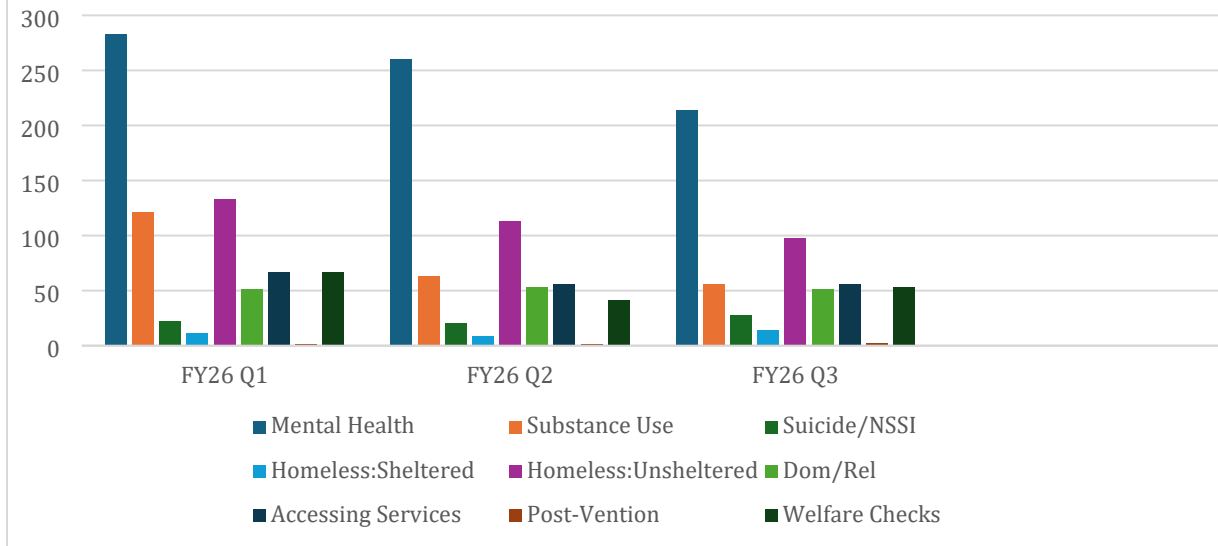
Call for service initiated by:	Q1	Q2	Q3	Q4	Total
Individual/Client	191	140	151		
Family Member	21	21	26		
Municipal Employee	29	21	25		
Police	160	138	146		
Community Member	113	59	48		
FCCC	12	14	24		
Outreach Staff	168	152	108		
Service provider Total	64	75	83		
Service Provider: UVMHC/Affiliate	7	5	10		
Service Provider: Howard Center (not FCCC)	20	21	14		
Other	36	49	57		

Police:	Q1	Q2	Q3	Q4	Total
Involved Co-Response	76	67	50		
Divert - PD Dispatched to Outreach Team	92	75	98		





### Calls for Service by Primary Concern



Calls for service with primary concern related to:	Q1	Q2	Q3	Q4	Total
Mental health	283	260	214		
# of clients	128	126	99		
Substance use	121	63	56		
# of clients	66	35	30		
Suicide or non-suicidal self-injury	22	20	28		
# of clients	17	17	20		
Housing/homelessness	146	125	133		
# of clients	77	60	67		
Housing/homelessness: Sheltered	11	9	14		
# of clients	11	9	13		
Housing/homelessness: Unsheltered	133	113	98		
# of clients	65	50	48		
Domestic /relational conflict	51	53	51		
# of clients	37	39	35		
Accessing Services	67	56	56		
# of clients	42	34	42		
Post-Vention	1	1	2		
# of clients	1	1	2		
Welfare Check	67	41	53		
# of clients	46	34	39		



**Outcomes:**

Disposition:	Q1	Q2	Q3	Q4	Total
Completed	615	517	482		
Referral	19	39	27		
Inconclusive	95	49	83		

ED Visit:	Q1	Q2	Q3	Q4	Total
Medical Care	7	4	4		
Psychiatric Care	8	7	5		
Both	12	6	10		
Total	27	17	19		

# Public Safety Committee

---

*MAY 28, 2026*

# Situation Table 2026

Data 1/1/2026 – 5/26/2026

Through the first five months of 2026, BFD has brought **9 people** to the Situation Table. That is second most of any participating agency.

**19 different agencies** have assisted these people as members of small outreach teams:

Adult Protective Services, Agency of Human Services, Burlington Community Justice Center (CJC), Burlington Housing Authority (BHA), Burlington Parks Recreation Waterfront (BPRW), Champlain Valley Office of Economic Opportunity (CVOEO), Committee on Temporary Shelter (COTS), Community Health Centers – Safe Harbor, Department for Children and Families – Economic Services, Department for Children and Families – Family Services Division, Department of Corrections (DOC), HOPE Works, Howard Center - Street Outreach, Spectrum Youth and Family Services, State's Attorneys Office, Steps to End Domestic Violence, Turning Point of Chittenden County, UVM Medical Center, Vermont Chronic Care Initiative (VCCI)

**3** of these 9 people had their overall risk lowered and were connected to services.

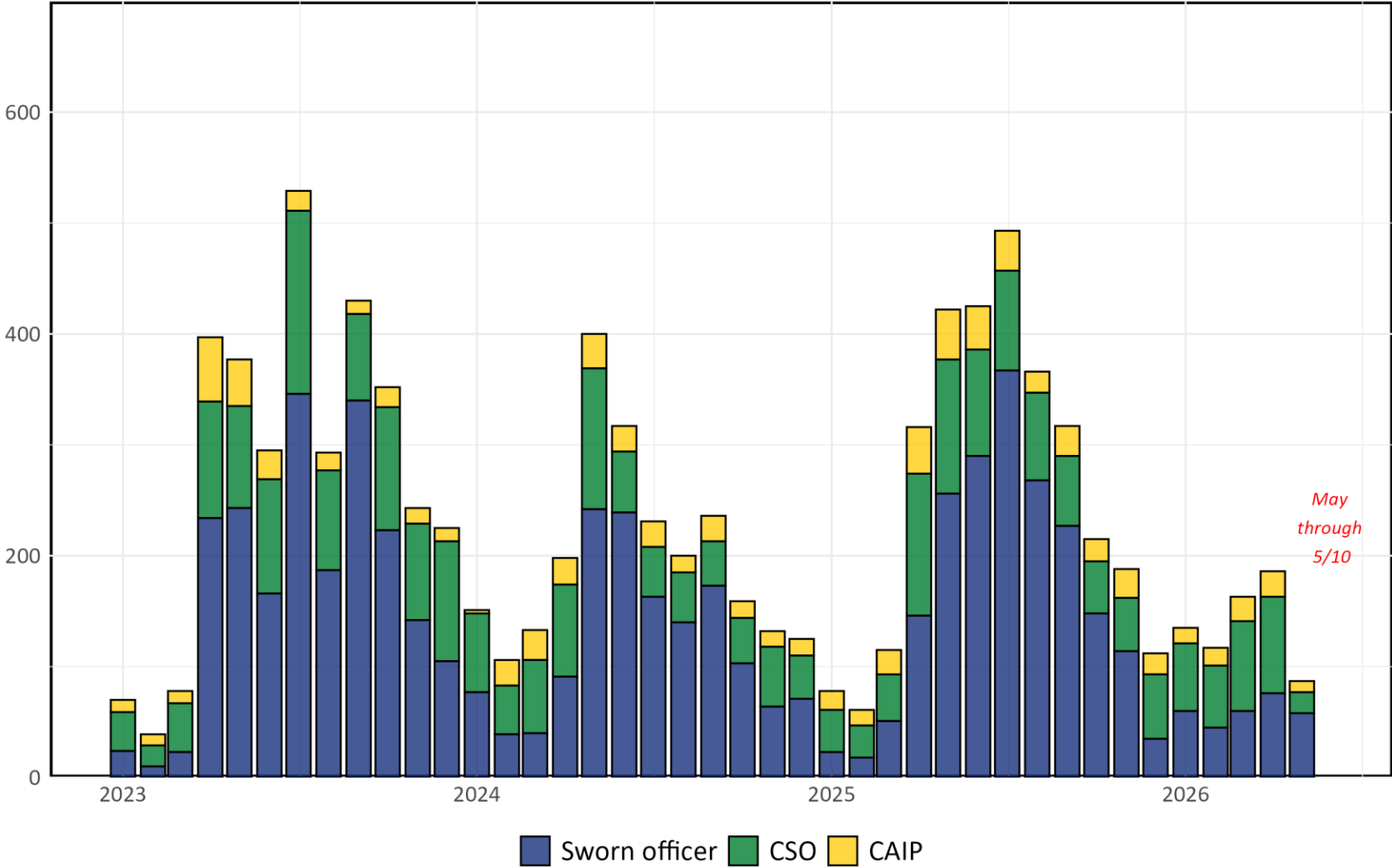
BPD has joined **18 different Situation outreach teams**, primarily via the Community Support Liaisons.

*Analysis preliminary and subject to change.*

# Downtown Activity

---

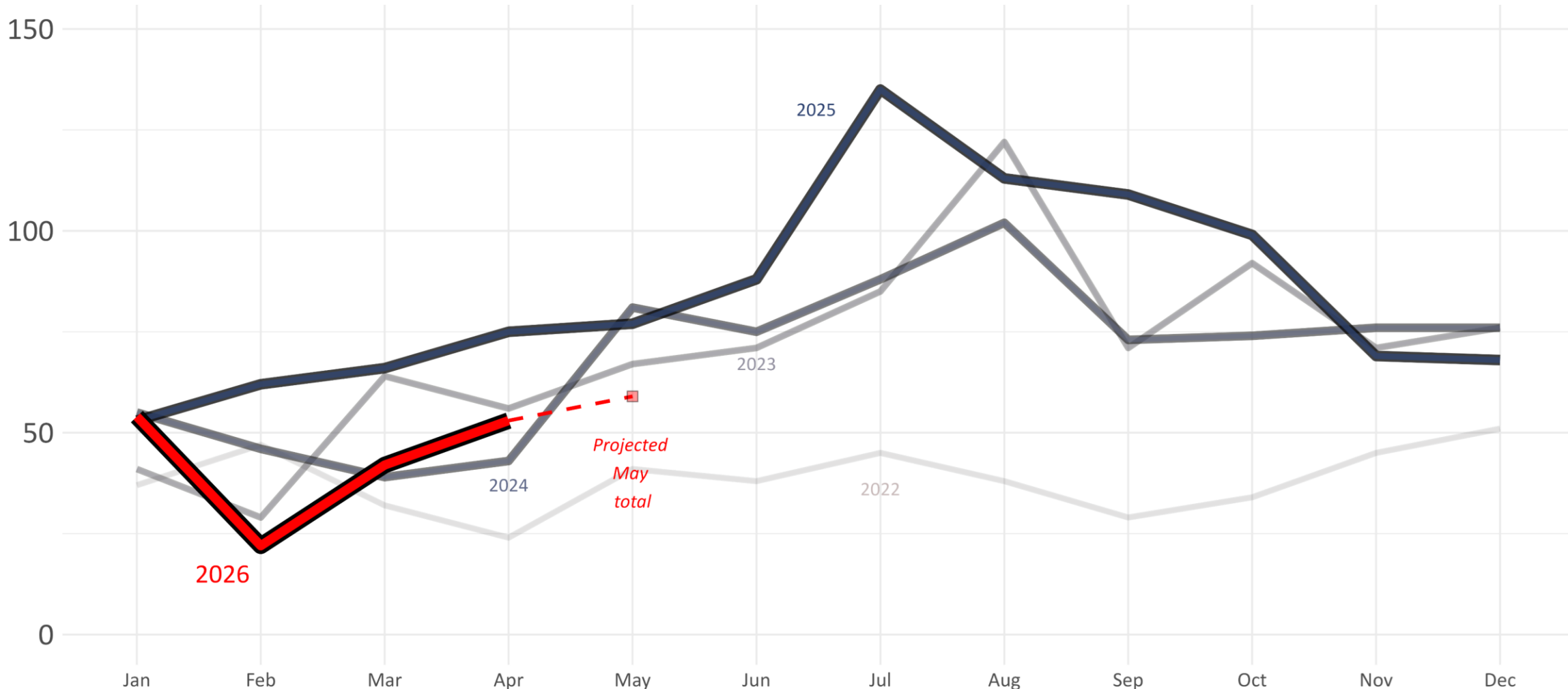
# Monthly Downtown Foot Patrols, 2023 - 2026



May through 5/10

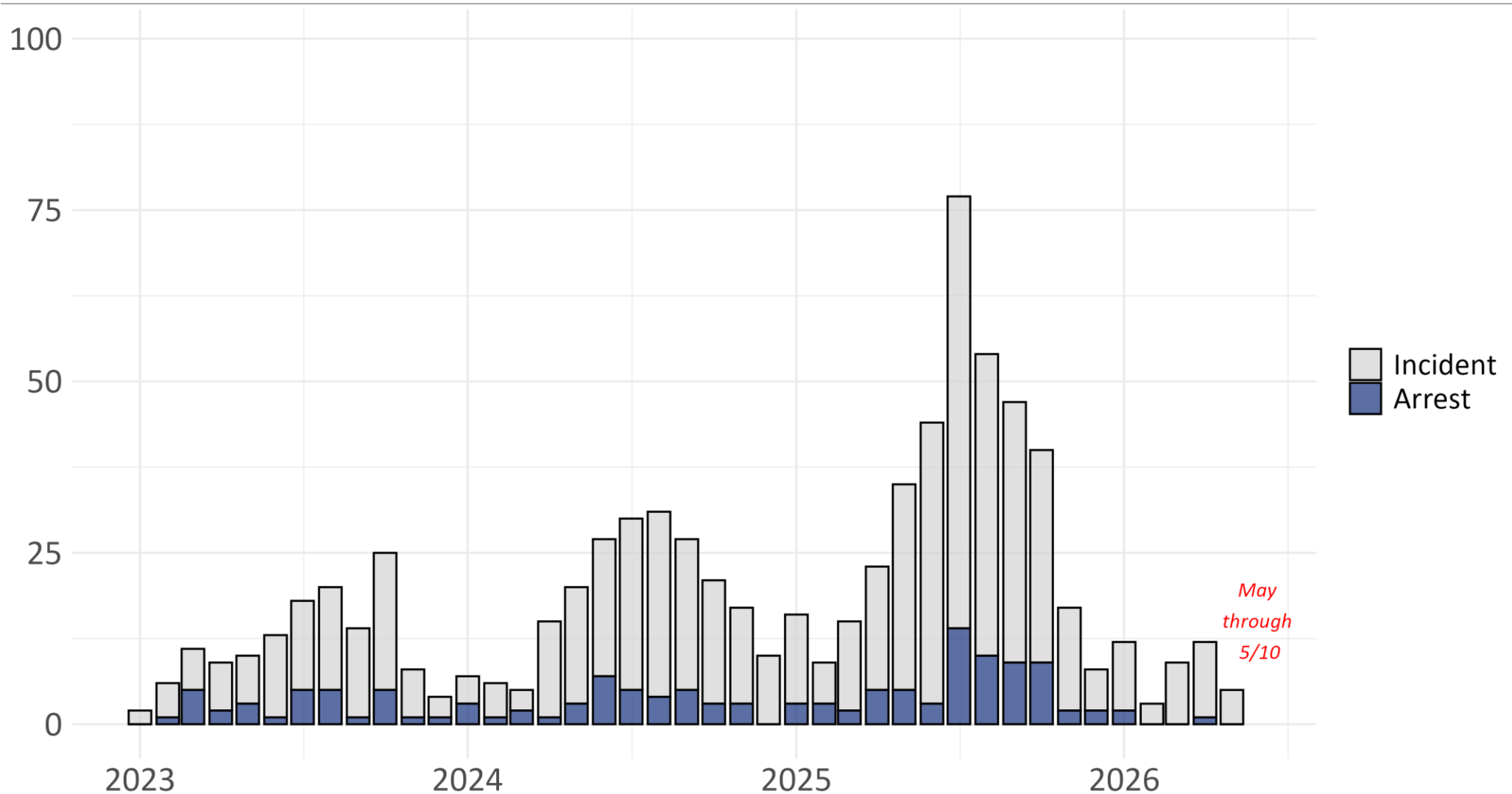
Data  
1/1/2023 -  
5/10/2026

# Monthly Downtown Arrests, 2023 - 2026



Data  
1/1/2022 -  
5/10/2026

# Monthly Downtown Drug Incidents & Arrests, 2023 - 2026



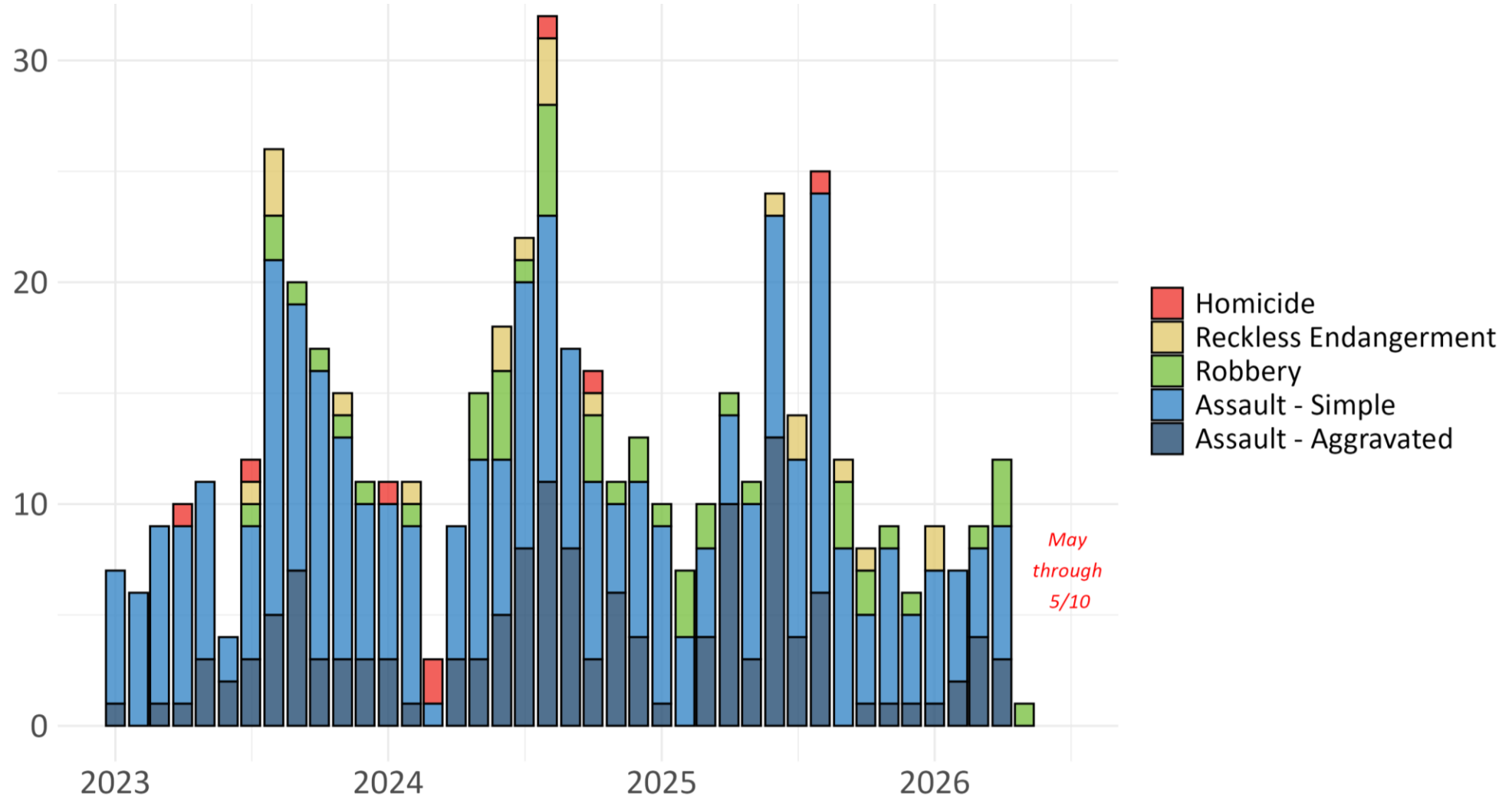
**Officer initiated incidents removed.**

*Incident types:  
Drugs,  
Drugs - Possession,  
Drugs - Sale*

Data  
1/1/2023 -  
5/10/2026

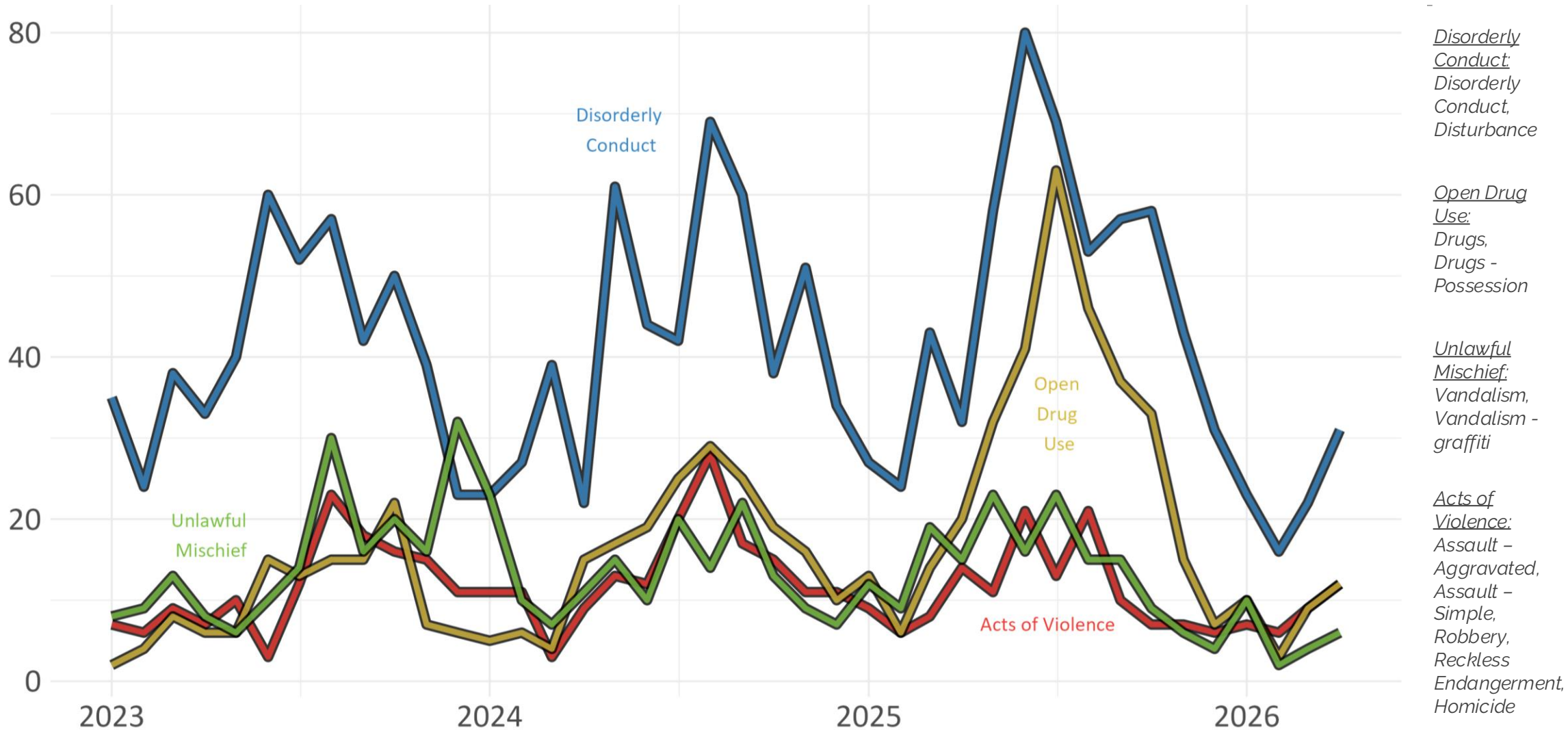
May  
through  
5/10

# Monthly Downtown Acts of Violence, 2023 - 2026



Data  
1/1/2023 -  
5/10/2026

# Monthly Downtown Calls for Service in Selected Categories, 2023 - 2026



*Disorderly Conduct: Disorderly Conduct, Disturbance*

*Open Drug Use: Drugs, Drugs - Possession*

*Unlawful Mischief: Vandalism, Vandalism - graffiti*

*Acts of Violence: Assault - Aggravated, Assault - Simple, Robbery, Reckless Endangerment, Homicide*

**Officer initiated incidents removed.**

Data 1/1/2023 - 5/10/2026

# Incident Counts

---

# Sworn Officer Primary Incidents

Call Type	Total	April 2026	March 2026	February 2026	January 2026	December 2025	November 2025
Suspicious Event	1,017	196	188	155	171	152	155
Trespass	628	87	113	76	100	118	134
Directed Patrol	544	83	69	73	125	93	101
Traffic	467	80	69	57	79	87	95
Foot Patrol	389	76	59	43	60	37	114
Assist - Agency	378	50	55	52	64	65	92
Alarm	364	61	52	50	67	81	53
Disturbance	302	61	39	30	45	51	76
911 Hangup	277	52	40	43	52	51	39
Mental Health Issue	231	47	33	40	40	31	40
Assist - Public	225	35	45	23	42	36	44
Welfare Check	224	29	33	43	40	41	38
Larceny - from Motor Vehicle	199	15	18	19	58	32	57
Domestic Disturbance	193	23	25	27	38	33	47
Arrest on Warrant	192	32	30	24	34	47	25

Data  
11/1/2025 -  
4/30/2026

# Community Service Officer (CSO) Primary Incidents

Call Type	Total	April 2026	March 2026	February 2026	January 2026	December 2025	November 2025
Directed Patrol	1,025	290	240	122	129	158	86
Foot Patrol	398	89	83	58	61	59	48
Found/Lost Property	229	46	33	26	46	31	47
Animal Problem	222	54	47	32	27	28	34
Crash - Property damage only	155	20	15	34	34	28	24
Ordinance Violation - Other	152	65	30	16	17	5	19
Noise	143	45	22	23	12	20	21
Assist - Motorist	97	10	11	21	27	13	15
Parking	94	33	23	6	8	12	12
Subpoena Service	81	12	14	23	16	7	9

Data  
11/1/2025 -  
4/30/2026

# Community Support Liaison (CSL) Primary Incidents

Call Type	Total	April 2026	March 2026	February 2026	January 2026	December 2025	November 2025
Assist - Public	219	36	48	32	33	32	38
Foot Patrol	128	23	24	20	14	20	27
Welfare Check	119	23	25	19	12	20	20
Service Coordination	73	9	22	21	6	4	11
Encampment Outreach	45	25	7	5	1	1	6
Mental Health Issue	42	5	3	8	5	6	15
Assist - Agency	33	11	6	2	4	3	7
Threats/Harassment	30	2	7	5	3	8	5
Suspicious Event	18	4	3	4	3	0	4
Community Outreach	11	1	3	0	3	3	1

Data  
11/1/2025 -  
4/30/2026



**POLICE DEPARTMENT  
CITY OF BURLINGTON**

**Burlington Police Department Staff Report as of May 26<sup>th</sup>, 2026**

The Burlington Police Department currently has a total of 96 employees: 59 Sworn Officers and 37 professional staff. Of the 59 sworn personnel, 44 are officers and 15 are supervisors, resulting in an effective number of 47.

Out of the 44 non-supervisory, 8 are Detectives within the Detective Service Bureau (DSB) and Chittenden Unit for Special Investigations (CUSI), 6 at the airport, 1 Recruitment Officer, 1 on military leave, 1 at the Vermont Police Academy (VPA), 3 injured, 2 on admin leave, and 1 on FMLA.

With the assignments considered, the Department has 21 active Patrol Officers in the Uniformed Service Bureau (USB) that spread across six different shifts, typically resulting in 4 Officers covering the city for a shift. Additionally, the BPD currently has 5 active Patrol Supervisors consisting of 2 Lieutenants and 3 Sergeants.

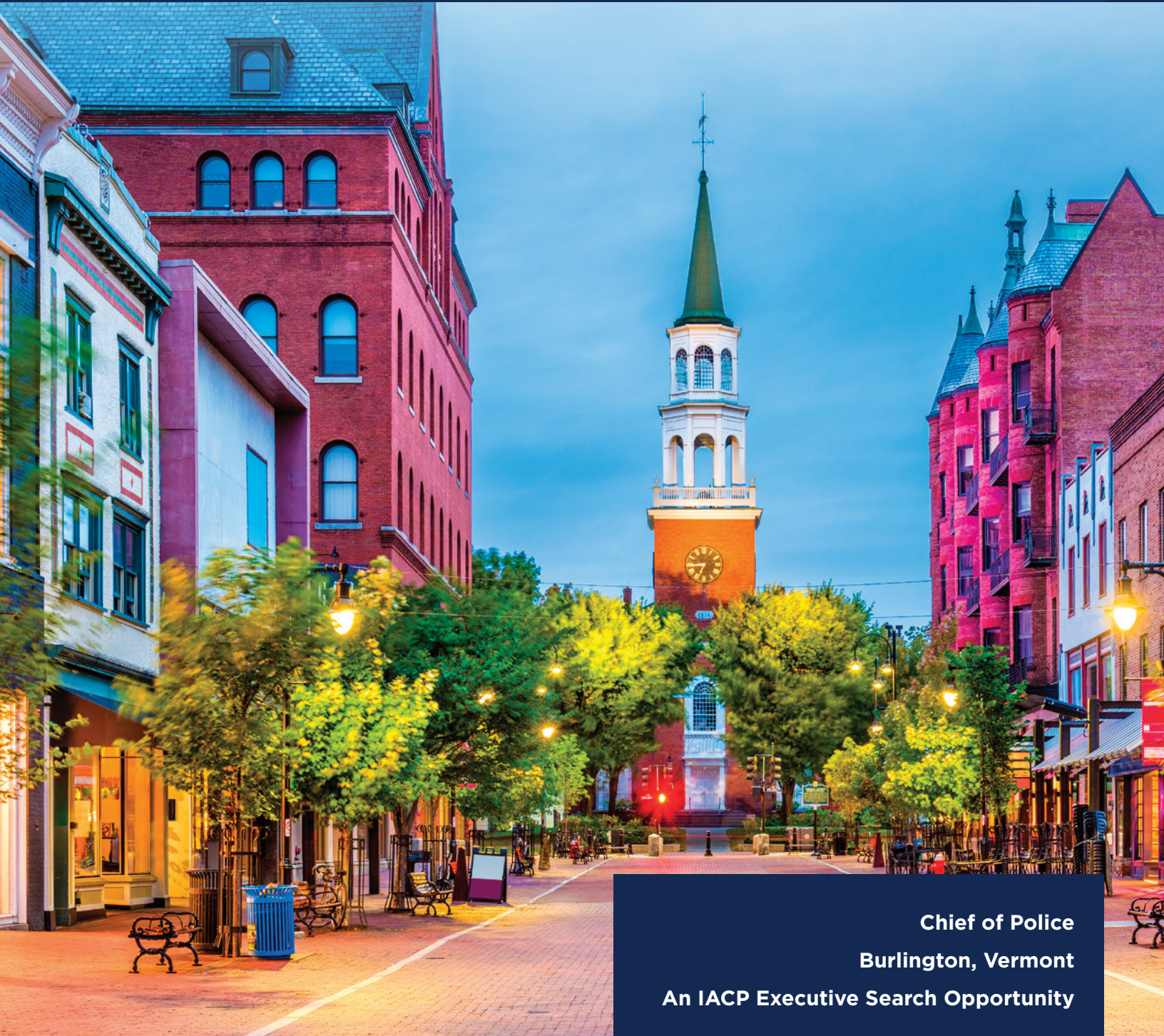
On Friday, May 29<sup>th</sup>, the Vermont Police Academy will hold graduation for the 121<sup>st</sup> Basic Training Class in Pittsford, VT. Upon graduation, the Burlington Police Department will have one Probationary Police Officer return to Burlington to begin her 4-phase, 14-week, Field Training for further development and application of VPA teachings. After successfully passing Field Training, she will officially begin work as an independent BPD officer.

As for professional staff, the BPD currently employs 37 civilians spread across multiple positions. Within the Emergency Communications Center, there are 12 Dispatchers with 1 on leave for deployment and 2 in training. Community Service Officers have reduced to 4 in total with one recent resignation due to family relocation.

Beach and Parks Patrol has just begun their summer work, with 4 individuals completing their week-long training. Three of these four seasonal employees are returning for another summer of work with the BPD. We anticipate 2 additional new hires beginning at the start of June for their training week to then join the others in patrolling the Marketplace and waterfront/beaches.

# Chief of Police

BURLINGTON POLICE DEPARTMENT  
BURLINGTON, VERMONT

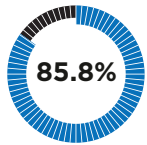


**Chief of Police  
Burlington, Vermont  
An IACP Executive Search Opportunity**

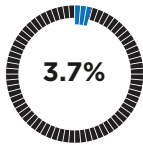
**APPLICATION DEADLINE: JUNE 5, 2026**

## THE CITY OF BURLINGTON, VERMONT

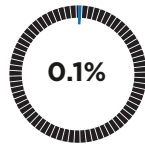
Situated along the shores of Lake Champlain, Burlington is a city that blends natural beauty with economic vitality and a strong sense of community. Recognized as a vibrant, welcoming, eco-focused, and community-oriented, Burlington possesses a strong cultural identity shaped by music, food, the arts, and sustainability efforts.



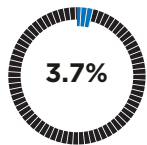
White



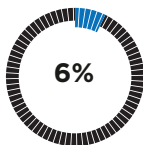
Black



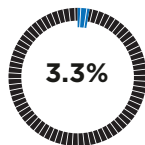
American Indian



Asian



Two or more races



Hispanic or Latino

As Vermont's largest city and the county seat of Chittenden County, Burlington is home to more than 44,000 residents and has a greater metropolitan population of approximately 150,000, bolstered in part by students from the University of Vermont, the University of Vermont Medical Center (academic medical facility and innovative research center within the larger University of Vermont Health Network), and Champlain College. Covering 15.5 square miles, the population density is 4339.3 per square mile. Of the populace, 3.1% are under the age of 5, 11.0% are under the age of 18, and 12.1% are 65 years of age or older.

As Vermont's largest city and the county seat of Chittenden County, Burlington is home to more than 44,000 residents.

The city serves as a regional hub, hosting Vermont's largest hospital, Burlington International Airport, and a lively downtown anchored by the Church Street Marketplace—an open-air pedestrian mall home to over 100 stores and restaurants, year-round events, and entertainment venues. Burlington is also a center of innovation, with larger companies such as Dealer.com, Beta Technologies, Seventh Generation, and Burton Snowboards along with several smaller entrepreneurial businesses contributing to a dynamic business landscape.

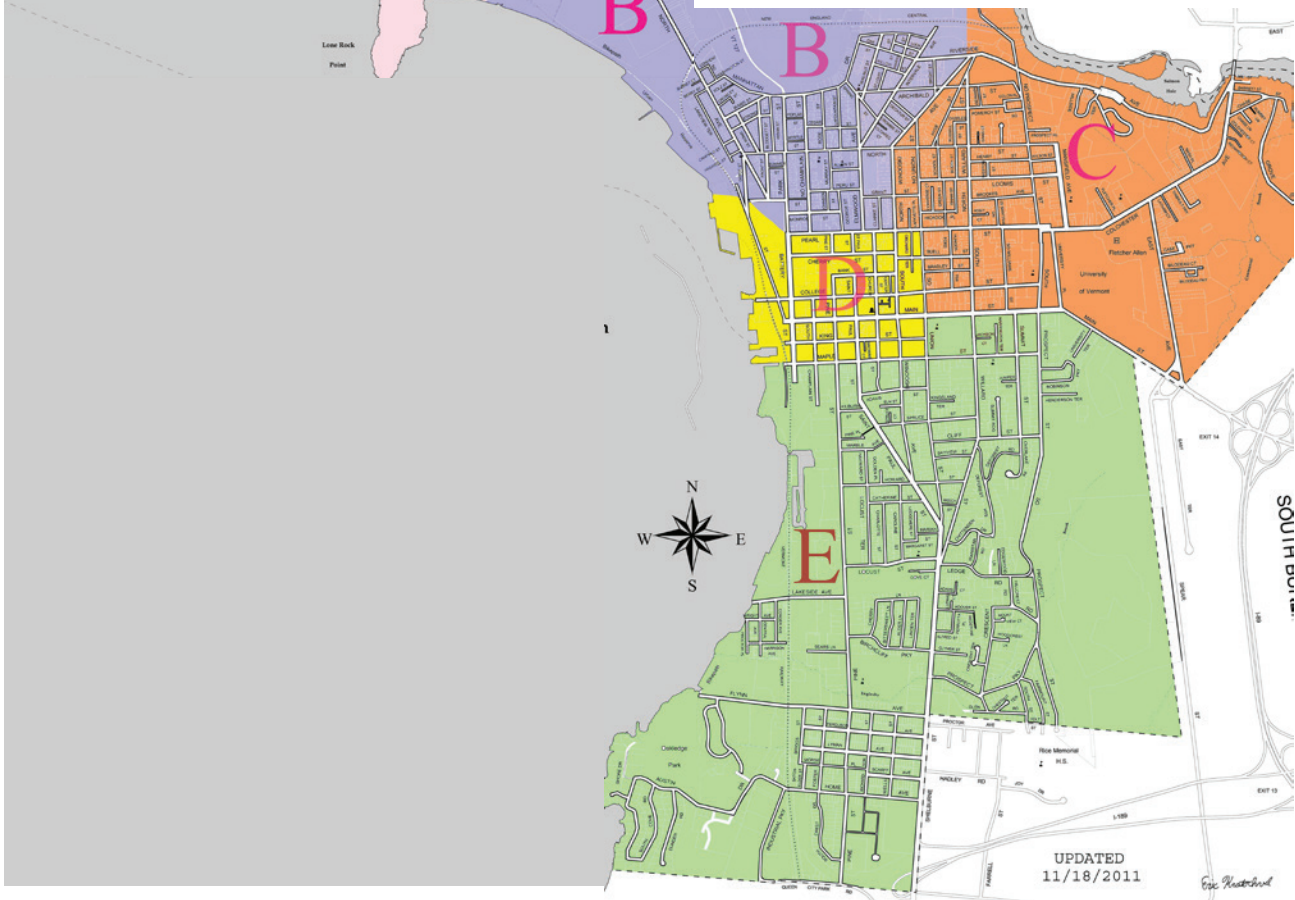
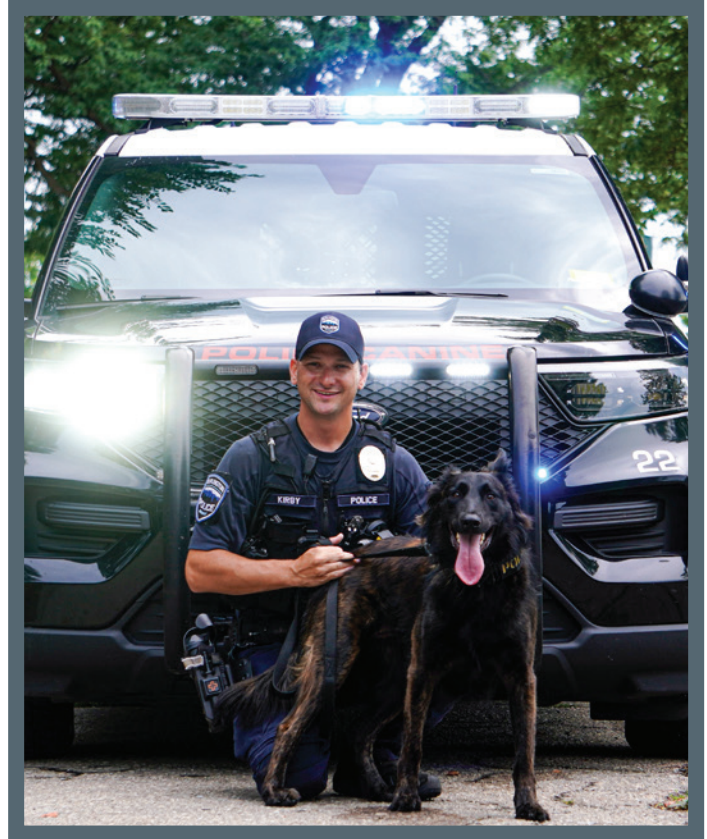
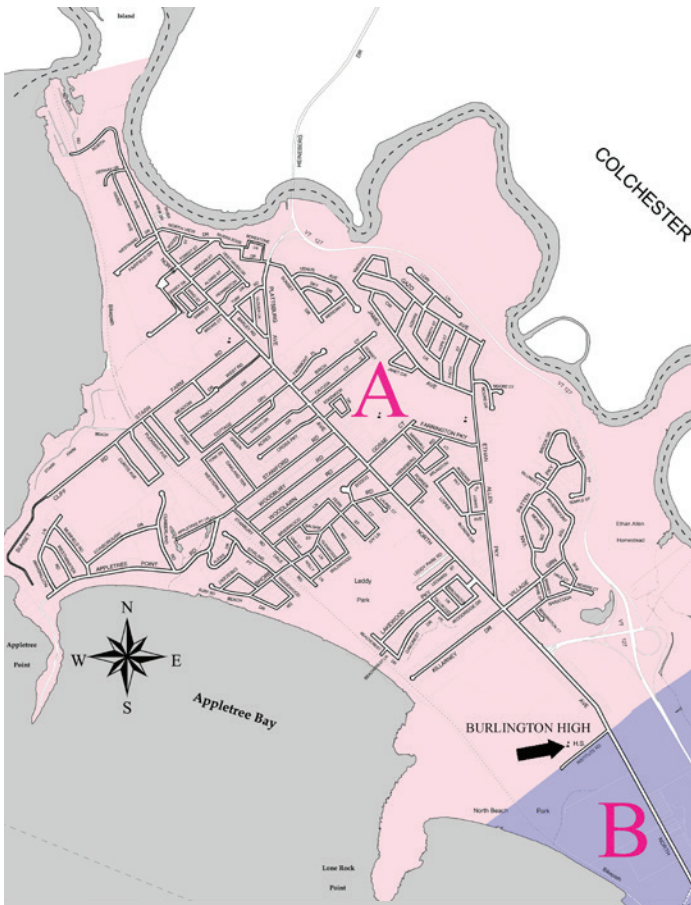
Burlington has served as a refugee resettlement community since 1980, welcoming and supporting individuals forced to flee their home countries and helping to facilitate their transition to new lives as permanent residents. Language accessibility is a key part not only for the City of Burlington but for the Burlington Police Department as well.



With a thriving and diverse commercial and residential community, Burlington is a great place to live, work, and visit.

# WARDS AND PRECINCTS

City of Burlington, VT



# GOVERNING STRUCTURE

Burlington uses a mayor – council form of government, with the Mayor having authority to appointment and provide oversight of all city officers and department heads, act as the Chief Peace Officer, and carry out laws and ordinances. The current mayor is Emma Mulvaney-Stanak.

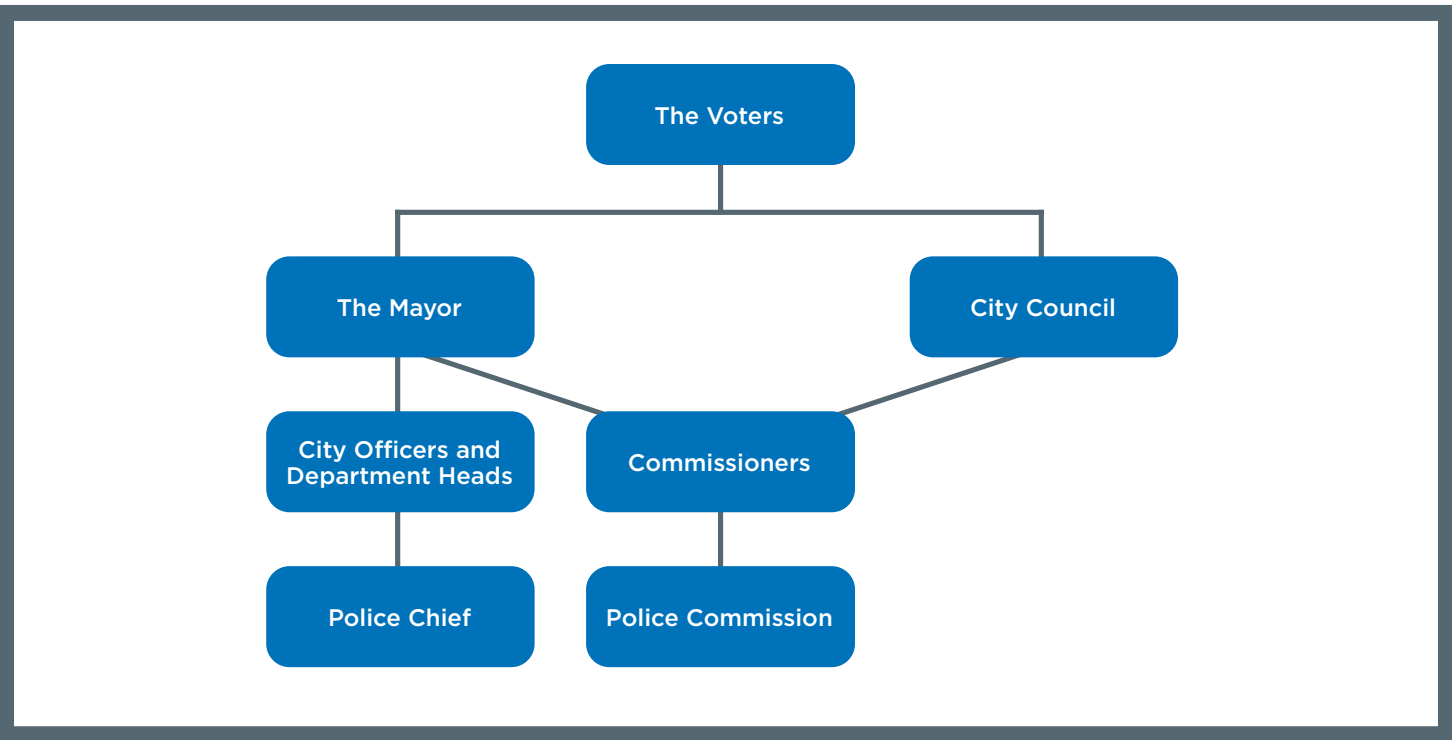
The City Council has the authority to set city policy with the Mayor, pass legislation through passage of ordinances (subject to the Mayor’s veto), and approve the Mayor’s budget.

**While the Mayor and City Council share oversight of the Police Commission, the Chief of Police is appointed by and reports to the mayor.**

## Police Commission

Burlington has a police commission that reviews and approves departmental policy changes. The commission initiates audits, reviews, and evaluations of policies and directives, or data in regard to racial disparities or other Commission priorities. The goals of the commission are:

1. To promote fairness and impartiality in public safety,
2. Contribute to transparency and accountability with regards to public safety.
3. Provide feedback to the Burlington Police Department and foster dialog so as to improve public safety and build trust between the department and the community.



# BURLINGTON POLICE DEPARTMENT

**INTEGRITY** - We adhere to the highest ethical standards, assuring the community that their public trust is well founded.

**SERVICE** - We provide the highest level of service and protection to all people in a competent, courteous manner, tempered with compassion and understanding.

**RESPECT** - We treat all persons with dignity and respect by promoting equality and fairness both inside and outside the Department.

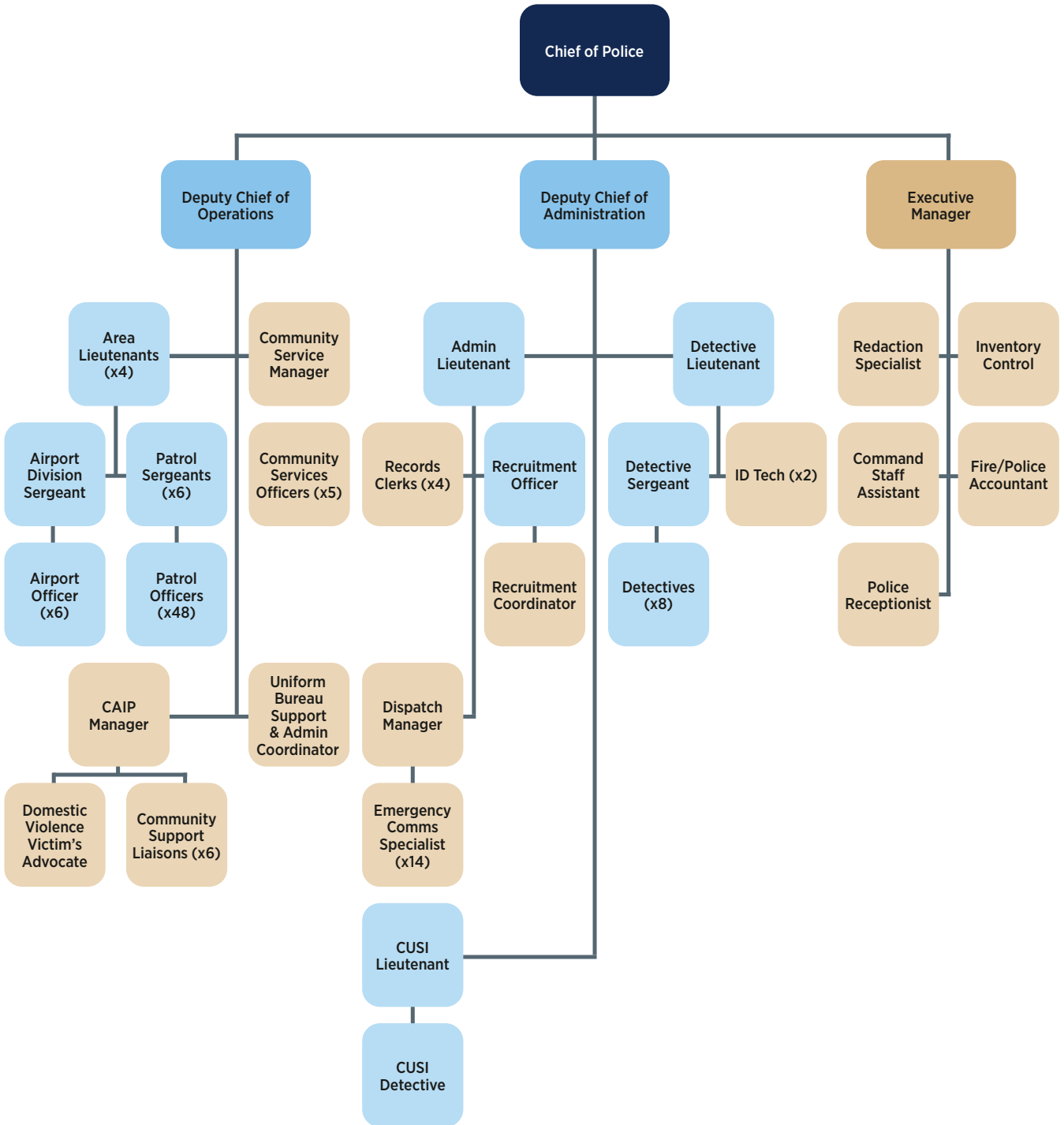
**CREATIVITY** - We engage in problem-solving as our primary strategy, involving the community in identification of the problems, the best solutions and their implementation.

The Burlington Police Department (BPD) is a community-oriented department committed to policing in a manner that is constitutional, embodies community values, and free of bias. With this community focus, BPD works stakeholders from the community and the service sectors to identify police service needs across the city and adapt responses using a co-production model.

The department's FY26 total operating budget is \$18.3 million. The BPD consists of sworn police officers with a current count of 60 officers and 10 additional officers anticipated to be added this year, and professional staff, with a current count of 46. Although prior to 2020 the BPD was staffed at 105, currently, there is no cap to the authorized sworn force, and the department strives to increase its headcount to 87 officers or more. The department is comprised of several bureaus, specialty units, and initiatives.

- **Patrol Division.** Patrol runs three shifts—days, evenings, and midnights—with patrol officers work 4 ten-hour days, with 3 consecutive days off.
- **Emergency Response Unit and Crisis Negotiations Unit.** The Emergency Response Unit (ERU) is a specialized team of officers that train in advanced tactics and equipment. They typically work in conjunction with members of the Crisis Negotiations Unit (CNU), who specialize in de-escalatory tactics for use with barricaded subjects and negotiations in addition to high-risk arrests and search warrants.

- **Detective Services Bureau.** The Detective Services Bureau is responsible for investigating a wide variety of crimes and complex investigations ranging from financial crimes to homicide investigations. DSB also has a full-time drug unit, which is dedicated to conducting targeted drug enforcement in Burlington. The Detective Services Bureau assignments also include positions with the Chittenden Unit for Special Investigations (CUSI), the DEA task force and the Internet Crimes Against Children.
- **Crisis, Advocacy, Intervention Programs (CAIP).** Housed within Burlington Police Department, the CAIP team includes the Community Justice Center Victim's Service Specialist and BPD's Community Support Supervisor, Community Support Liaisons (CSLs), and Domestic Violence Advocate. Using person-centered approaches, trauma-informed care, and emphasizing culturally competent responses to support those who have experienced harm, CAIP team members address conditions that don't require police intervention but have a public safety, public health, or quality-of-life nexus. Police officers are dispatched only when necessary, such as when a crime has been committed or when public safety or people's physical safety is at risk.
- **Community Service Officers (CSOs):** CSOs are non-sworn individuals that have limited police authority and respond to lower-level calls for service centered around ordinance violations, lost/found animals, minor motor vehicle crashes, and quality of life responses. They perform basic patrols to project a public safety presence and foster strong community relationships.
- **Motor Unit.** The Motor Unit supplements patrol operations and participates in many different functions from parades to traffic safety initiatives.
- **Canine Unit.** The Canine Unit consists of two canines and handlers trained in narcotics detection, criminal and search and rescue tracking, evidence recovery, building searches, suspect apprehension and handler protection.
- **Airport Division.** The Burlington Police Department is responsible for patrol and security of the Patrick Leahy Burlington International Airport, and the Airport Division is permanently assigned to the airport to support the Transportation Security Administration, the FAA, Airlines, and airport staff.
- **Honor Guard.** The Honor Guard functions as a formal unit to provide funeral honors for the agencies' fallen officers. Additionally, the Honor Guard participates in public events including memorials, parades, and color guard for our nation's flag.



## Crime Stats

Crime Type	2024	2025	Change	% Change
<b>Violent Crime</b>				
Aggravated Assault	141	110	-31	-22%
Homicide	3	1	-2	-67%
Attempted Homicide	5	3	-2	-40%
Sexual Assault	9	13	4	44%
Robbery	39	39	0	0%
<b>Property Crime</b>				
Arson	11	16	5	45%
Burglary	201	178	-23	-11%
Larceny/Theft	1,816	1,672	-144	-8%
Motor Vehicle Theft	201	186	-15	-7%

## Top 15 Calls for Service

Crime Type	2024	2025	Change	% Change
Foot Patrol	2,501	3,220	719	29%
Directed Patrol	323	3,125	2,802	867%
Suspicious Event	3,024	3,101	77	3%
Trespass	1,289	1,730	441	34%
Assist - Public	1,167	1,196	29	2%
Mental Health Issue	1,063	1,102	39	4%
Found/Lost Property	926	1,101	175	19%
Assist - Agency	884	1,066	182	21%
Welfare Check	914	1,013	99	11%
Traffic	856	952	96	11%
Alarm	1,095	937	-158	%-14
Disturbance	816	910	94	12%
Larceny - from Motor Vehicle	833	824	-9	-1%
Ordinance Violation - Other	345	808	463	134%
Crash - Property damage only	540	670	130	24%

*Directed Patrol refers to a motorized patrol of a specific area of interest.*

*2025 saw a new initiative to perform and document these patrols, hence the large increase from 2024.*

*Suspicious Event is a catch-all incident type for a caller feeling unsafe.*

*Examples may include reports of someone peering through a caller's window, a caller stating they heard someone yelling "help," unsubstantiated reports of gunshots being heard, someone reporting they were being followed, etc.*

# THE OPPORTUNITY

The Chief of Police serves under the direction of the Mayor, providing leadership, management, and oversight of the Police Department's overall operations and activities.

***The Police Chief is appointed to a one-year term, renewable upon review and mayoral appointment.***

The City of Burlington has undertaken a significant, multi-year process to incorporate the intersection of public safety and public health into community safety strategies, including rebuilding the Burlington Police Department through a lens of community trust-building and engagement outside traditional policing models. Community trust stands as the cornerstone of effective policing and the preservation of public safety, and successful candidates will embrace this philosophy to build community policing strategies through intentional efforts and genuine engagement.

This role requires vision, accountability, and the ability to foster collaboration within the agency and across city departments and community stakeholders. Strong candidates will be a visible leader with a genuine desire to become an active participant in the Burlington community and have a resolute commitment to developing long-term, collaborative and respectful relationships within City government and across the community and have experience with outreach and public engagement in a racially and culturally diverse community setting.

The ideal candidate will have a track record of customer service, professionalism, integrity and striving for the highest ideals of public service and personal conduct. It is imperative that this individual is able to manage emergency situations and build credibility and infuse accountability and respect within the Department by being fair, equitable, and willing and able to listen to staff, coworkers and diverse community voices.



## The ideal candidate will demonstrate the following key attributes or experience:

- Demonstrate a strong history of successful partnership with a mayor and city council.
- Knowledge of the principles, practices and operations of law enforcement, police and public administration, and homeland security issues.
- Thorough knowledge of and experience with fair and impartial policing practices and procedural justice tenets.
- A proven history of implementing a community policing strategy that is based on production of safety with the community.
- Be effective in using technology, data-driven methods, innovative policing strategies, and community-oriented policing to reduce crime and address quality of life issues.
- Demonstrated experience in diverting youth from the juvenile justice system towards other models.
- Demonstrate a history of being an adaptable, responsive, and accessible leader.
- The ability to build leadership capacity within the department through mentoring, coaching, and succession planning.
- Proven record of successful recruiting strategy that mirrors the demographic of the community.
- Demonstrated experience fostering inclusive relationships between officers and communities and an active role in community outreach initiatives
- Demonstrated history and knowledge of working in an immigrant community that is based on providing safety and security to all residents.
- Demonstrated a strong history of collaborative approaches with partners in public safety and public health to address quality of life issues such as the assisting the unhoused, mental health, and substance use disorders.
- Ability to establish and maintain effective working relationships with employees, government agencies, and City Departments, non-profits, community, and private sector groups.
- Demonstrated understanding and/or prior experience working with a police commission and supporting its initiatives to enhance public trust in law enforcement.
- Demonstrated strong, clear written and verbal communication skills, including the ability to present to large audiences, diverse cultures, and engage with the media.

## Required Education and Experience

- Bachelor's degree from an accredited institution.
- Minimum of 10 years of supervisory experience with at least 5 years of executive leadership in a department of equivalent size and scope. An equivalent combination of education and/or experience may be considered.
- Experience working in a racially and culturally diverse community.

## Desired Education and Experience

- Master's degree from an accredited college or university.
- Demonstration of continued professional development such as graduation from a nationally recognized police management program.
- Experience working with a large university and college population, student residences, and vibrant downtown nightlife is preferred.
- Experience leading department of comparable size and scope.

## Salary and Benefits

The hiring range is anticipated to be \$177,254.90 per year, commensurate with qualifications and experience, plus a [comprehensive benefits package](#).

The City of Burlington EEO Statement:

### **Promoting a culture that reveres diversity and equity.**

The City of Burlington is proud to be an equal opportunity employer, and we are strongly committed to creating a dynamic and equitable workforce that mirrors the population and world that we serve. We do not discriminate on the basis of political or religious affiliation, race, color, national origin, place of birth, ancestry, age, sexual orientation, gender identity, marital status, crime victim status, veteran status, disability, HIV positive status, or genetic information in employment or the provision of services.

In addition to being an equal opportunity employer we actively encourage applicants who can contribute to our growing diversity to apply.

EEO/VET/AA/DIS/SO/GI

## Required Licenses or Certifications

- Be able to be certified in the State of Vermont as a police officer via the Vermont Criminal Justice Council. Certification is required within 90 days of hiring or as soon as the VCJC can accommodate a required training regimen (whichever is sooner).
- Possession of or ability to obtain a valid Vermont motor vehicle operator's license.

## Residency Requirement

- Per the city charter, residence within the City of Burlington is required within one year of appointment. Waiver of this requirement requires a vote by City Council, who have approved exceptions within the past few years.



## APPLICATION PROCESS

The International Association of Chiefs of Police is assisting the City of Burlington with the search process. Submit your resume and letter of interest via email to [BurlingtonVTChief@theIACP.org](mailto:BurlingtonVTChief@theIACP.org) by Friday, June, 5. Please include **Burlington Executive Search** in the subject line.



**International Association of Chiefs of Police**

44 Canal Center Plaza, Suite 200  
Alexandria, VA 22314

Direct: **703-836-6767**  
Main Line: **1-800-THE-IACP**  
Fax: **703-836-4543**

**[www.theIACP.org](http://www.theIACP.org)**